

Swedish Yes vote boosts Norway's pro-EU campaign

The referendum on entry to the European Union in 10 days' time promises to be very close

By Hugh Carnegie and Karen Fosell in Oslo

Ms Anne Enger Lahnstein, the popular leader of Norway's anti-European Union campaign, makes light of the Swedish "slipstream effect" on the referendum on Norwegian EU membership on November 28.

"I've heard that if Norway stays out, we will be left with Iceland, Liechtenstein and Lahnstein," she says, "the leader of the main opposition Centre party told a crowded rally in an Oslo suburb this week."

The embattled Yes camp is hoping that the Swedish vote last Sunday to join the EU will exert a strong pull, persuading many Norwegians to swing in favour of membership to avoid the risk of leaving the country isolated outside the Union.

This much-talked-about pull

effect on Norway goes by the somewhat risqué term *Swensk-sug*, literally "Swedish suck".

Beneath the veneer of confidence and the jokes, however, there are now clear signs that the Norwegian No campaign, which has held a commanding lead in the opinion polls for the last two years, is nervous that the tide has indeed begun to turn since the Swedish vote.

In her appeal to 300 No supporters in the working-class district of Romsås, Ms Lahnstein acknowledged that the No campaign faced a tough battle. "We have to mobilise our forces. The Yes side has decided not to lose this time. It is going to be one hell of a fight," she said.

Since the Swedish vote on Sunday, the Yes campaign has advanced significantly in the opinion polls, gaining up to six

points to narrow the gap to around 55-45, with one poll showing the Yes vote rising to as high as 48 per cent.

The No campaign, which fears loss of sovereignty and loss of control over Norway's oil and fishing resources in the EU, brings together the rural-based Centre party, left-wing and environmental groups, fishing communities and farmers.

It hopes that most of the "Swedish suck" effect has already played itself out. But the No campaigners recognise that the pro-EU forces, led by Prime Minister Gro Harlem Brundtland's Labour government, have saved most of their resources until after the Swedish vote and are now pounding home their message that Norway must not be left behind as both Sweden and Finland go into the EU.

"We don't take anything for granted," said Mr Hallvard Bakke, a dissident former Labour minister prominent in the No campaign. "They may still win."

The government and its allies in the Yes camp - which include the opposition Conservative party and the vast majority of Norway's business and industrial leaders - believe the EU debate is shifting at last onto the ground upon which they all along wanted to fight.

Instead of getting bogged down in detailed arguments about issues such as the effect of membership on Norway's influential fishing and farming sectors, increasingly the debate is focusing on Norway's political, strategic and economic role in Europe, and the potential loss of influence and

investment it faces if it votes to stay outside - as it did in 1972 in an earlier referendum.

Mr Inge Lønning, leader of Norway's European Movement, says he believes many Norwegians are uncomfortable with the notion that the country - a founder member of Nato - might take a clear step away from its central role in European security issues just as neutral Sweden and Finland move towards European security co-operation.

"Our task in the last 10 days is to get people to understand the political consequences of a No vote - Norway will take over a somewhat neutral position while our Nordic neighbours will move the other way," he said.

In these 10 days, the Yes campaign will be dominated by senior government figures

such as Mrs Brundtland attempting to use the authority of office to swing the many undecided voters - just as Mr Ingvar Carlsson, the Swedish prime minister, succeeded in doing in Sweden.

With the rural and remote northern areas clearly set to vote heavily No, the campaign will be won and lost - as it was in Sweden and Finland - in the urban areas and among the divided supporters of the Labour party, easily the country's biggest political movement.

Both Yes and No campaigns are pouring resources into the greater Oslo area, which has more than one third of the 4.3m population, and the other big cities of Bergen, Stavanger and Trondheim.

"Both sides are frantic now because they know it is going

to be very close," said Mr John Harbo, one of Norway's most experienced political commentators.

An against-the-odds victory in the referendum may yet be possible for Mrs Brundtland. But agonisingly for her, a win on November 28 may not settle the issue. Ratification of membership requires a three-quarters parliamentary majority. If the vote is a narrow yes, the Centre party is likely to seek to block accession.

With 32 MPs of its own, the party could well gather enough support from leftist and other anti-EU members to win the 42 votes needed for a blocking minority.

"If we get a narrow Yes vote, the campaign is not over," said Mr Lønning. "We will face a tremendous fight to win in parliament."

Germany's five wise men urge deregulation

By Judy Dempsey in Bonn

The German economy is set to grow by 3 per cent in 1995, but any sustained and export-led recovery must be coupled with more deregulation, liberalisation, and a more competitive cost structure, the "Five Wise Men", an independent panel of experts and economists, warned yesterday.

In their annual report, the wise men estimate that pan-German gross domestic product will grow by 3 per cent in 1995, the same as the German government's forecasts but 0.5 per cent more than expected by the Organisation for European Co-operation and Development. The west German economy will grow by 2.5 per cent while in east Germany GDP will grow by 9 per cent. Recovery in the eastern states is coming from a very low base, having fallen by 30 per cent between 1990 and 1992.

The main engine for growth remains exports, which accord-

ing to the wise men will increase by 5.5 per cent next year, a considerable increase from 1993, when exports fell 7 per cent. They suggest that unemployment, which will fall by 30,000 to 2.53m in west Germany and by 60,000 to 1.03m in the east, can only be tackled through reforming the wage and social benefit structure.

The wise men propose exciting those with few qualifications from certain wage negotiations in order to reduce companies' social welfare, unemployment and health payments. The savings could encourage employers to create more jobs. Already, some industries are negotiating wage rounds independently of unions to try to retain competitiveness and save jobs.

The report coincided with the appointment of a new cabinet by Chancellor Helmut Kohl. Mr Theo Waigel, the finance minister, Mr Günter Rexrodt, the economics minister, and Mr Klaus Kinkel, the



Claudia Nolte: minister for family, elderly, women and youth

foreign minister, all retain their posts.

Mr Kohl appointed Ms Claudia Nolte, 28, a former engineer, as minister for family, elderly, women and youth. These were formerly two separate ministries.

Ms Nolte, a catholic activist in the former east Germany,

succeeds Ms Angela Merkel, another east German, who takes over the environment ministry, while Mr Klaus Töpfer moves to construction and housing. Mr Jürgen Rüttgers, 43, heads the newly merged ministries of research and development, and science and education.

EU sets deadline for telecom liberalisation

By Emma Tucker in Brussels

EU member states last night set a strict deadline of January 1, 1996 for completing the liberalisation of alternative telecommunications infrastructures.

At a meeting in Brussels, industry ministers from the 12 EU members and the four due to join at the beginning of next year agreed on the deadline by which alternative infrastructures such as cable TV, road, rail and energy networks must be opened up to competition.

But a further five-year delay to 2003 was granted to Spain, Portugal, Ireland and Greece. The EU move will allow companies offering telecom services a much greater choice of network provider, and should lower prices within Europe's still highly regulated telecommunications sector.

The decision falls short of Commission ambitions to press

ahead with liberalisation of infrastructures next year. A number of countries - Belgium, Portugal, Spain, Greece and Austria - were wary of moving so quickly, arguing that the necessary frameworks were not yet in place. The main advocates of swift liberalisation were the UK, the Netherlands, Germany and France.

Brussels has made rapid deregulation of telecoms a priority in the belief that competitiveness of European industry relies on efficient, cheap and advanced communications services, which currently lag behind what is on offer in the US and Japan.

Services other than basic voice telephony have already been liberalised. The problem is that in most member states, service providers are obliged to use the traditional, largely monopolistic, telephone networks.

Only in the UK are networks entirely liberalised, with service providers free to build their own if they desire.

The opening up of infrastructures to competition in 1996 will coincide with a shake-up of voice telephony services. Under a previous ministerial agreement, member states are not obliged to liberalise voice telephony before then.

Meanwhile, the competition commissioner, Mr Karel Van Miert, said he may try to speed up liberalisation by using special powers to open cable TV networks to competition before 1996. He has proposed that the Commission force governments to end restrictions on cable TV networks under Article 90 of the Rome Treaty, which allows the Commission to take action without a vote from ministers. This move is unpopular and it is not yet clear whether the Commission would support Mr Van Miert.



Jacques Médecin (left) says he is happy to be going back to France at the time of the Beaujolais Nouveau season. The official explains that wine (French slang for bribes) now comes in bottles rather than just mugs.

Nice keeps a place in its heart for Médecin

Anyone walking into the shop-front office of the Moral Support Committee in Nice might be forgiven for thinking they were in the headquarters of a political campaign rather than of a group lobbying for the liberty of the disgraced former mayor of France's fifth largest city.

A flashing pink neon sign outside, the "Free Jacques Médecin" banners and smiling photos on the walls and the phones answered by a team of volunteers belie an organisation supposedly created to uplift the spirits of the politician who returned from self-imposed exile yesterday.

After more than four years in Uruguay - and most of the last 12 months in a Montevideo jail - Mr Médecin had no choice but to return to Paris yesterday in compliance with an extradition order, on his way to interrogation in Grenoble. He comes back to a country sharply transformed in its attitude to, and exposure of, allegations of corruption ensnaring political parties, businesses and a growing network of individuals alike.

While Mr Médecin has already been tried and sentenced in his absence to a year's imprisonment, he also faces large tax bills and demands to repay more than FF41m (£4.9m) to the city's treasury. His reputation in Nice is far from universally tarnished.

Mr Robert Bagat, who founded the Médecin support committee over the summer, confidently predicts that a welcoming convoy of 50 cars stuffed with flowers and fans will be heading to Grenoble this weekend.

The owner of a lighting shop, Mr Bagat says he started the committee because it was "unjustifiable" to incarcerate a Frenchman without trial in

another country. He says he has collected some 15,000 signatures of support - albeit many from foreign visitors.

A second committee of local merchants has dubbed itself the "Ligue Nissarda" and used the mayor's image to launch a range of publicity stunts in recent weeks. There is also a ready bandwagon of supporters - including Mr Médecin's first wife, daughter and sister -

ready to speak up for him. There are regular weekly meetings, a Radio Jacques Médecin provides regular updates on its subject, and his book, "An exemplary lynching", published in April, is turning into a local bestseller.

Mr Médecin is threatening to cause plenty of trouble for his opponents, before running for office again in Nice - and even for the presidency.

His supporters argue that Mr Médecin had the misfortune to be among the earliest victims of the intensifying public campaign now gripping the country against allegations of corruption. They also claim he is the victim of a plot by Socialist rivals. His book is even subtitled "Mitterrand killed me".

The list of his alleged activities is impressive. The Cour des Comptes in Marseilles, which scrutinises public expenditure, has already issued judgments against him in connection with three "dossiers" involving the misuse of public funds totalling over FF600m. "This is by a long way the champion case since the (second world) war," says Mr Alain

Serieyx, the Cour's head.

The warrants from prosecutors in Nice and Grenoble that led to Mr Médecin's extradition charge him with corruption and improper receipt of funds in connection with several "para-municipal" organisations.

No surprise that the local Communist party demonstrated outside the city hall earlier this week calling for the courts to make an example of him.

The puzzling question for many observers north of the Mediterranean city is why there is not more such opposition to the former mayor. One explanation lies in his ambitious projects for the city: an art museum, a theatre complex, the Acropolis conference centre. "He made Nice," says Mr Bagat simply.

Like many politicians of the era, Mr Médecin has been able to claim credit for grand schemes at a time of relative economic prosperity (leaving the city with debts of FF4.7m) while evading responsibility during the more recent downturn. He was also able to benefit from considerable decentralisation of power and money that was government policy in the early 1980s.

Another clue comes in the old town of Nice. The narrow, winding streets and overhanging balconies, reminiscent of the Middle Ages, seem fitting for a city which treated Mr Médecin more as monarch than mayor.

He and his father Jean, after whom he renamed one of the main streets, ruled the city in an almost uninterrupted reign since 1928. "Jacquot" also brought glamour and charisma to the place. "If you spent half an hour with him you would be charmed," says Genevieve, his sister. His former wife, Claude, adds: "Nice was dynamic. Now it is sleeping."

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EUROPEAN NEWS DIGEST

Milan court in bourse ruling

A Milan court has made the first ruling under Italy's three-year-old law banning insider trading. The court imposed a 120m (\$13,000) fine and a four-month suspended jail sentence on Mr Giuseppe Gennari, a Tuscan financier, for manipulating the market. The rules against insider trading, passed in 1991, have been criticised as cumbersome and legalistic. But Consob, the Italian stock exchange watchdog which brought the case, hailed the judgment as a landmark ruling which would reassure small shareholders and international investors.

The development of Italy's comparatively small equity market was blighted in the late 1980s and early 1990s by a reputation for widespread insider trading. The law has not eradicated the problem altogether, but Mr Luigi Solimena, Consob's lawyer, said yesterday that the ruling should deter further attempts to undermine normal share trading.

Mr Gennari was accused of manipulating the stock market, rather than profiting directly from insider information. In February 1992, he announced that he had agreed to buy control of the troubled Banca Nazionale dell'Agricoltura for some 1.200bn, roughly double the market price. The news was almost immediately denied by Count Giovanni Auletta Arnesene, whose stake Mr Gennari claimed to be buying. Consob was forced to suspend BNA shares and those of related quoted companies to avoid further confusion in the market. Mr Gennari's lawyers argued during the case that he made the announcement in good faith. *Andrew Hill, Milan*

Attack pressed on Bihac

Muslim rebel forces backed by Serbs yesterday pressed forward in the northwestern Bosnian enclave around the town of Bihac, with the United Nations threatening to call in air strikes if the town itself was attacked. Forces loyal to Mr Fikret Abdic, the renegade leader, were reported to be closing in on the UN-designated safe area, as Bosnian Serb forces came within 2km of the town. Meanwhile, two people were wounded in Sarajevo in a missile attack, prompting the UN to call in Nato fighters to buzz the capital.

"Any attack on the safe area of Bihac would inevitably result in the use of Nato air power," said Mr Paul Riskey, UN spokesman. But a defiant Bosnian Serb commander General Manojlo Milovanovic promised to attack if the Bosnian fifth corps withdrew into the town. Mr Abdic's forces crossed into the Bihac pocket on Wednesday from Serb-held territory in Croatia in a push bolstered by Serb troops and heavy artillery from Krajina, their self-styled state in Croatia. *Laura Silber, Belgrade*

Setback for Russian budget

Russian government attempts to win approval for its austere 1995 budget were dented yesterday when Mr Mikhail Zadornov, parliamentary finance committee chairman, said the proposals were unacceptable in their present form. "The forecast and estimates... are not realistic," he said during parliamentary hearings. Voices have already been raised against the budget's severity, and the balance of support for radical reform within the government is itself unclear following the reshuffle of senior ministers.

Mr Yevgeny Yashin, the new economics minister, defended the budget, saying conditions were ripe for a new stage of reform, given that the decline in industrial production was bottoming out and the growth in savings provided the opportunity for investment. He stressed the government's commitment to producing economic stabilisation next year, predicting that inflation would fall from 270-280 per cent forecast for the current year to 70 per cent in 1995. He would also press for tax cuts for industry next year, presumably on the basis that a lowering of the rates may encourage greater compliance.

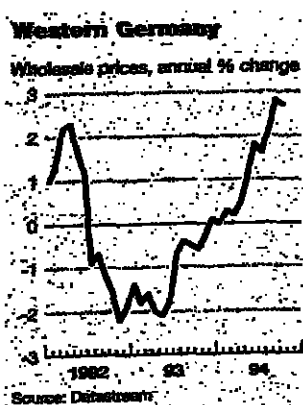
President Boris Yeltsin's controversial chief press aide, Mr Vyacheslav Kostikov, resigned yesterday at the president's request, saying his departure would be part of a broader shake-up of the presidential staff. *John Thornhill, Moscow*

Kiev cracks whip over Crimea

Ukraine's parliament took steps yesterday to compel the separatist Crimean peninsula to accept its rule. It rescinded a host of Crimean laws declared in violation of the Ukrainian constitution and backed the action with limited economic sanctions. This is the fourth ultimatum this year and follows the failure of Crimea's parliament to meet a deadline to comply with Ukrainian law. Despite calls to close the Crimean parliament and rescind the republic's autonomous status, voiced loudly by nationalists, the conservative Ukrainian parliament put off those decisions until later. The vote marks the latest volley in the dispute between Kiev and Crimea which has been raging since the Soviet Union's collapse left the predominantly Russian Black Sea region within Ukraine, to which it had been transferred in 1954. *Matthew Kimmick, Kiev*

ECONOMIC WATCH

Wholesale prices edge down



West German wholesale prices fell 0.3 per cent in October from September, but were up 2.7 per cent from a year earlier, the federal statistics office said. Figures for the previous month were rises of 0.1 per cent and 2.8 per cent respectively. Wholesale prices of fish products jumped 26.1 per cent in October from the previous month. Coffee extract prices rose 11.5 per cent, aluminium 6.4 per cent, organic chemicals and basic products 3.4 per cent, plastics 3.3 per cent and heavy heating oil 2.4 per cent. By contrast, the wholesale price of raw cotton fell 13.4 per cent, fresh fruit 12.3 per cent and fresh vegetables 8.9 per cent. *AFX*

Turkey's foreign trade deficit narrowed to \$207m in September against \$1.14bn a year earlier, according to official figures. For the first nine months, the deficit fell to \$3.793bn from \$10.440bn in the same period of 1993. The country's January-October consolidated budget deficit widened 9.8 per cent to TL7,600bn against the same period in 1993, Mr Ismet Atilla, finance minister, said. Turkey's revised end-1994 deficit target is TL139,000bn.

Obituary - Magda Hamsher

Magda Hamsher, editorial office manager for the FT in Paris for almost 20 years until last July, died suddenly but peacefully at her home on November 15. She was born in Moravia and studied English and French literature at the Charles University in Prague. In 1948, she married an English journalist, Bill Hamsher, who was reporting the Communist takeover. After a brief stay in London, they were posted by the Daily Express to Berlin (where their three children were born) and then to Bonn, before settling in Paris.

After Bill's death, Magda was recruited by Bob Mauthner, then FT bureau chief in Paris, to run the office administration and build up the filing system. She was unfailingly cheerful and always delighted when a useful source document could be swiftly traced, in spite of the reluctance of journalists to put anything back in its place. She was even more pleased when, with a confident confidence, she was able to educate one of her colleagues on some point of French history or politics without reference to any source material. The Velvet Revolution in Prague in 1989 thrilled her. It also brought to Paris a childhood friend, Hugo Mensdorff-Pouilly, who brought a charming romance to the last five years of her life. She is survived by Hugo and her three children.

In a crisis it is a given that a minister will fall, writes John Murray Brown

Fatal weakness in the Irish body politic

As the scale of Ireland's political crisis this week began to sink in, Irish commentators were yesterday leafing through their files trying to make sense of the mess.

Was it really on a scale with the beef sales scandal, the 1990 presidential election bugging affair or the 1970s Haughey arms scandal, as the newspapers suggested? Or is Ireland simply afflicted with an inability to make coalition government work?

To the outsider, the break-up of the third coalition in as many years is all the more surprising given what has been a commendable record on the economy, an apparently harmonious approach to difficult social policy reforms and a key breakthrough in Northern Ireland, where the outgoing prime minister, Mr Albert Reynolds, was largely instrumental in helping to secure an IRA ceasefire.

In the pandemonium that gripped the Dail, the Irish parliament, this week, there was something of an inevitability that the Chinese whispers waiting from the chamber would lead to the government's break-up.

As more and more emerged of the row that was sparked by Mr Reynolds' appointment of his attorney-general, Mr Harry Whelan, as president of the High Court, a move bitterly criticised by his Labour party

coalition partner, the question was not if but when it would happen.

What did it in the end was the resignation as deputy prime minister of Mr Dick Spring, the Labour party leader, on Wednesday. Mr Spring accused Mr Reynolds of misleading him and the Dail about the failure of Mr Whelan's department to act for seven months on a request from British-ruled Northern Ireland for the extradition of a priest who was later convicted of child sex-abuse.

But it was more than that issue alone. With a population of 3.5m people, about that of a medium-sized European city, Ireland has politics with a special type of intimacy. The Charles and Alberts who run the country's political parties are household names in a way quite different from much of Europe's politicians. Ireland also has a relatively small civil service. It is not so easy for a politician to hide behind his official, though Mr Reynolds as



Finance minister Bertie Ahern: looks like the favourite to succeed Mr Albert Reynolds as leader of Fianna Fail

a last resort, in perhaps his most tragic pose, did his best.

What is perhaps more important is that in the neighbouring UK for instance, a row like this would more than likely have been absorbed somewhere within the bureaucracy, by the creation of an inquiry or commission or by the removal of a minor official. In Ireland, when a crisis breaks, it seems almost a given that a government minister will fall.

Part of the problem lies with the character of the Fianna Fail leadership. For a country which almost continuously, for 40 years until 1973, knew only Fianna Fail-led majority governments, the experience of coalitions has been a fraught one. This was even more so for Fianna Fail itself, whose first ever coalition was in 1989. The imperatives of accommodation and compromise have been difficult to reconcile with Fianna Fail's corporatist can-do image and its back-room dealing.

The reasons go to the heart of its identity. For Fianna Fail

era. His successor - Mr Bertie Ahern, the finance minister, last night seemed the favourite to win if the parliamentary party's poll goes ahead on Saturday as planned - will be under increasing pressure to show that the party can live by its coalition undertakings.

Yesterday there was some bitterness in Fianna Fail circles that Mr Spring had openly schemed for the prime minister's downfall. Such is the breakdown in trust between Fianna Fail and the other parties that many of its MPs last night seemed prepared for a period in opposition.

Mr Reynolds had made clear to the house, in his defence on Tuesday, that "good government must be decisive". His error was not to have made the decision to appoint the attorney-general, as he then argued, but to proceed without having brought Labour on board.

The facts are still a little hazy. Even at the last hour, as Mr Spring made clear, the government could have been saved.

In the end it was a morning telephone conversation with the new attorney-general, which revealed that the prime minister had misled the Dail, which sealed the coalition's fate.

As P.J. Mara, a well-known voice in Irish politics and one-time adviser of Mr Haughey, said: "I'm deeply saddened. A generic sadness."



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Measures aim to open way for aid and investment

Kenyan president pledges to stamp out corruption

By Joel Kibazo

President Daniel arap Moi of Kenya yesterday pledged to rid his country of the corruption that has in recent years been a significant factor in blocking new aid and investment to his country.

Speaking at a London investment conference on Kenya, the president said liberalisation measures introduced by his government in the past 18 months would contribute to the reduction of corruption in Kenya. "Import and investment licensing procedures and foreign exchange controls which have now been abolished were some of the avenues for corrupt practices," he said.

The president pointed to the country's anti-corruption unit as evidence of his government's determination, and urged business people to refrain from bribing government officials or officers of rival companies.

"I would not be making this appeal if I did not think that the culture of bribery and kickbacks have been major sources of corruption," he said.

The conference is Kenya's first attempt in many years to attract foreign direct investment to the country and the president emphasised that the recent package of reforms designed to help win investment would not be rolled back. Long-term investors were the country's priority.

"We want investors who will strengthen our export capacity and capability. And we want investors who will assist us in making full use of our natural and human resources."

Mr Moi acknowledged that the downturn in the Kenyan economy had led to a decline in investment in the country's infrastructure, once considered among Africa's best, and indicated that the private sector would be invited to participate in schemes such as road-building. The government had also decided to invite the private sector to develop 50 per cent of the country's future thermal and geothermal electricity generation, in which the government planned to invest more than \$1bn (\$530m) over the next five years.

Political reforms of the past three

years, including the introduction of a multi-party system, were also addressed and the president said he and his party were committed to the new system. But he warned: "The imposition of foreign political models without careful consideration could easily create upheavals in the African continent."

Turning to the international aid community ahead of next month's Paris Club meeting of aid donors, Mr Moi said: "We have done all they asked us to do. The ball is now in their court."

Kenya's shilling plunged by 17.9 per cent against the US dollar yesterday in panic buying because of increased demand by exporters, commercial bank officials told Reuters.

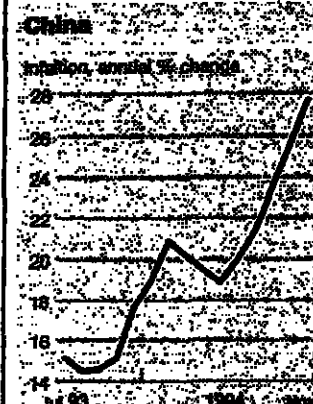
They said commercial banks quoted the dollar at a mean rate of 48.75 shillings compared with an average of 41.35 shillings on Wednesday. "Basically, there is big demand from exporters towards the end of the year, as many of these want to make good their commitments," a bank dealer said.



Chinese soldiers tie up shoes bought at a closing-down sale in Nanjing, Beijing's main shopping street - much of which is being demolished to make way for shopping complexes financed by Hong Kong developers

INTERNATIONAL NEWS DIGEST

Chinese fail to rein in prices



Source: Chinese Statistical Bureau

China yesterday issued another urgent call for belt-tightening as inflation defied controls: the value of industrial output surged and the goal of cooling the booming economy receded out of sight. Consumer price inflation was a year-on-year 27.7 per cent in October, the State Statistical Bureau said in a report carried by the official Xinhua news agency. The consumer price index in October was 1.7 per cent higher than in September.

For a chosen group of 35 cities, the index rose by 24.8 per cent compared with the same month in 1993 and was 1.0 per cent higher than in September, indicating that urban price rises may be slowing.

China has adopted urgent measures to control inflation, including limiting new construction projects and squeezing credit, but has already said it will fail to hold price rises to its target of 10 per cent this year. Retail sales in October jumped by 57.4 per cent to Yn144.4bn (\$10.5bn), the biggest monthly rise this year, the bureau said. The Finance Ministry directive, broadcast on state radio, ordered departments and state enterprises not to exceed wage and bonus limits before the end of the year and to curb what it called rapid growth in the spending of state funds on consumer items.

The value of industrial output in October rose 24.3 per cent on a year-on-year basis to Yn144.4bn or a 6.1 per cent increase compared with September when, calculated on a daily basis, the statistics bureau said. *Reuters, Beijing*

Hong Kong airport land deal

Hong Kong cleared another hurdle yesterday in its quest for a comprehensive agreement with China on building a modern airport and railway. The Sino-British Land Commission agreed the terms by which the land occupied by the airport and its connecting railway will be vested in the two government corporations responsible for the project. The land will be released as part of the commission's annual land grants over the coming three years as the need for it arises. Sales of the land are expected to help finance the whole project to the tune of HK\$2.6bn (\$330m).

The agreement comes ahead of deliberations today in the colony's Legislative Council on a government request for HK\$330m in funds for the project. The council is expected to support this request, which will clear the way for the Mass Transit Railway Corporation to award formally many works contracts it had only tentatively provisioned. These are expected to total in excess of HK\$1.5bn and will cover such items as rolling stock.

Britain and China have yet to agree the detailed terms by which the MTRC and the Provisional Airport Authority will be permitted to borrow a further HK\$2.6bn of funds. The Hong Kong government hopes agreement can be reached by the end of the year. *Simon Holberton, Hong Kong*

Thai stance disappoints US

Mr Warren Christopher, US secretary of state, expressed disappointment yesterday that Thailand had denied a US request to position military equipment on ships in Thai waters but said he was sure other sites could be found. The US wants to keep weapons and vehicles ready in the region to be able to respond quickly to crises in the Middle East or Asia; such equipment could also be used for humanitarian purposes, Mr Christopher told a news conference.

He said he would not be surprised if the reason for President Saddam Hussein's recent withdrawal of Iraqi troops from the Kuwaiti border was the rapid arrival of US troops flown in to man equipment already positioned in the Gulf.

Mr Christopher yesterday met Mr Chuan Leekpai, the Thai prime minister, and the foreign and defence ministers. The government had previously decided that US arms stocks might endanger rather than promote peace.

Thailand has been a close US ally since the Vietnam war, and Mr Christopher said the strong security relationship continued. The US armed forces have conducted 35 joint exercises with the Thai military this year, more than with any other Asian country, and the US has access to Thai ports and airfields. *Victor Mallet, Bangkok*

Unita suspends truce talks

The Angolan rebel Unita movement yesterday suspended its participation in ceasefire talks with the Angolan government in the Zambian capital, Lusaka. "We suspended our participation in the meeting late this morning because... the truce has been violated," Unita chief negotiator and secretary-general Eugenio Manuvakola told reporters. Asked if the formal signing of a peace accord to end the 19-year Angolan civil war could go ahead as planned in Lusaka on Sunday, he replied: "Let us wait and see."

Unita earlier accused the government of violations of a truce which should have come into force on Wednesday to smooth the way for Sunday's signing by Unita leader Jonas Savimbi and Angolan President Jose Eduardo dos Santos. Mr Manuvakola said government troops had overrun the northern Angolan city of Uige yesterday morning. *Reuters, Lusaka*

Libyan exchange rate move

Libya has set a multiple exchange rate for the dinar one week after a devaluation, a senior official at Libya's Central Bank in Tripoli said yesterday. The official rate will remain calculated on the basis of one SDR for 0.525 Libyan dinar, while a new foreign exchange agency will sell the US dollar for 1.019 dinars, Mr Nouri Barioni, the official in charge of foreign exchange in the bank, told Reuters. He said the new rate would apply to private sector imports. *Reuters, Tunis*

Drugs improve heart patients' prospects

By Clive Cookson, Science Editor

The first strong evidence that cholesterol-lowering drugs reduce mortality and improve health in heart disease patients is published today.

The five-year Scandinavian study followed 4,444 people who had suffered heart attacks or angina (chest pains). Half were treated with simvastatin, a medicine to reduce cholesterol levels in the blood, and half took dummy tablets.

There were 30 per cent fewer deaths overall and 42 per cent fewer deaths from cardiovascular (heart) disease among the treated group.

The trial was financed by Merck, the US drug company that makes simvastatin, but conducted independently by cardiologists in five Scandinavian countries. The results, presented at the American Heart Association annual meeting in Dallas, are published in *The Lancet*, a UK medical journal.

The study steering committee called it "the first and only clinical trial to demonstrate conclusively that long-term therapy with a cholesterol-lowering medicine substantially improves survival."

Prof John Kjekshus, the study chairman, said: "Over the next five years we expect these findings to have a tremendous impact on standard treatment for heart attack and angina patients. The message is very clear: if you have a heart attack, you have to

reduce cholesterol. It is as important as quitting smoking."

Until now, many doctors have been reluctant to prescribe drugs to reduce cholesterol, a fatty substance that clogs up blood vessels, because there has been no proof that they extend life.

Other specialists who were not involved in the study agreed on its significance. "I think this is the trial that was necessary to convince the sceptics," said Dr Malcolm Law of

St Bartholomew's Hospital, London. "It should change medical practice."

Professor Brian Pentecost, medical director of the British Heart Foundation, also called the study "very encouraging".

Merck is the world's leading manufacturer of cholesterol-lowering drugs. Its sales of simvastatin and lovastatin, a similar drug, amounted to \$2.2bn (£1.3bn) last year and could rise substantially if more doctors prescribe them for heart patients.

Samsung accused of industrial espionage

Samsung Heavy Industries faced a storm of criticism yesterday after being accused of industrial espionage, allegations which may cost the company its entry into car-making, officials and analysts said. *Reuters reports from Seoul.*

The state-owned Korea Heavy Industries and Construction said it had lodged an industrial espionage complaint against Samsung Heavy, the shipbuilding and heavy equipment arm of Samsung Group.

A KHIC spokesman said his company lodged the complaint with local police in the southern city of Changwon after a KHIC worker detected four Samsung engineers taking pictures of production facilities. He said the photographs showed that Samsung wanted information about the production, setting up and operation of Samsung's cranes.

In its rebuttal, Samsung Heavy said the crane in question was old and there was nothing valuable to know about it.

Analysts said the case could seriously damage the credibility Samsung has tried to build up in its efforts to win government approval for its plans to enter the car market. The company has for two years been trying to move into the highly competitive car market. "Samsung has so far been unable to explain how its car business will be good for the national economy," said an Economic Planning Board official.

Seoul's trade ministry said Samsung's entry to the car market might cause overproduction, as three big car-makers were already vying for a share of the crowded market. The company faced severe criticism from established car-makers when it was accused of attempting a hostile takeover of Kia Motors in October 1993.

Analysts said Samsung feared it was leaning too heavily on the service and light industrial sectors, compared with such rivals as the Hyundai Group and the Daewoo Group.

They said manufacturing accounted for less than half of Samsung's sales last year, while making up more than 90 per cent of Hyundai's sales and more than 85 per cent of Daewoo's sales.



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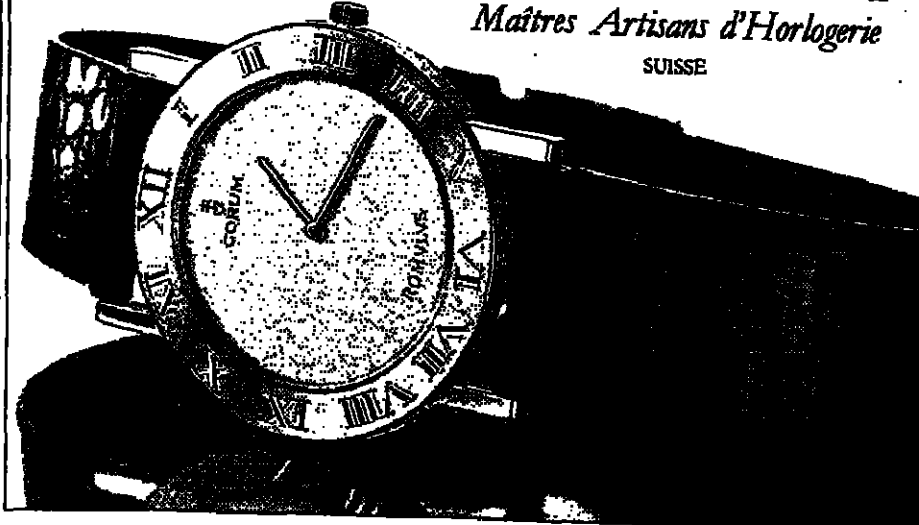
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Saudi budget may have to reflect some harsh realities

There are hints of structural reform to deal with Riyadh's acute two-year-old cash flow problems, reports Mark Nicholson

Saudi Arabia's economic policymakers are busy preparing the annual January 1 budget statement, the kingdom's main public declaration of economic policy. It is traditionally rather a spare document - usually little more than a statement of intended government spending.

But this year's budget, if hints by senior Saudis prove correct, may contain somewhat more. They suggest it may include serious steps towards structural budgetary reforms to address the government's acute cash flow problems of the past two years.

"One should expect major decisions," said one official, without elaborating. "You will be surprised, we are realistic. We will face the situation, and it's going to be across the board."

The "situation" is the worst since the oil price collapse of the mid-1980s and an unprecedented tightening in public coffers - the product of the \$55bn bill for the Gulf war Desert Storm, subsequent costly military purchases, unhelpfully soft oil prices and the cumulative effects of a decade of high spending.

Saudi Arabia's 1993 budget deficit of around \$12bn (\$7.3bn)

was its 11th in a row, and 10 per cent of GDP.

Such pressures, augmented by warnings from the International Monetary Fund, embarrasing reports in some western media about "bankrupt" Saudi Arabia and consequent speculative assaults on the rial, led the government to last year's budget to announce a 19 per cent cut in state spending in 1994 to \$46bn. Some economists believe this may still leave a \$6bn gap, given best estimates of this year's oil earnings.

But they also believe the 19 per cent cuts may be met. Government departments all report slashed travel, frozen hiring, cut perks, abolished overtime and, most important, either cancelled projects or frozen payments for those to which they were committed.

The result, however, has been to extinguish economic growth. Bankers and economists believe the economy has shrunk this year by 2-3 per cent, the first GDP fall in nominal terms since the mid-1980s. Government non-payment of bills to private sector contractors is the chief reason, and one which is stretching to the limit both private companies and, in turn, the banks on which both government and

Saudi Arabia will next week pay back part of a \$4.5bn sovereign loan it took out in 1991 to help cover the costs of the Gulf war, bankers said yesterday. Reuter reports from Dubai. They said the payment was due on November 21 or 22, the third of five quarterly instalments of \$900m each.

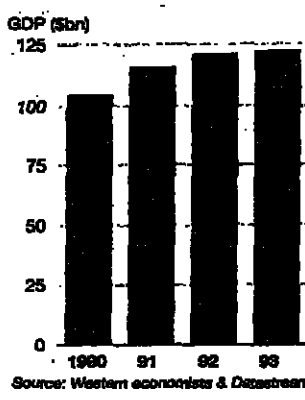
Bankers said the repayments were watched carefully as evidence of Saudi Arabia's financial health after reports in the west that Riyadh might try to delay payments.

The Saudi government made the first payment last May on its first-ever sovereign loan.

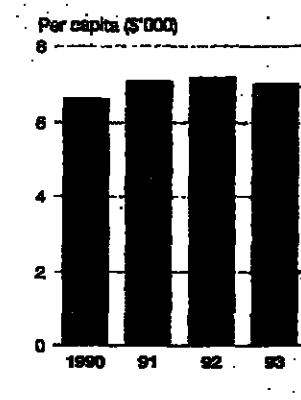
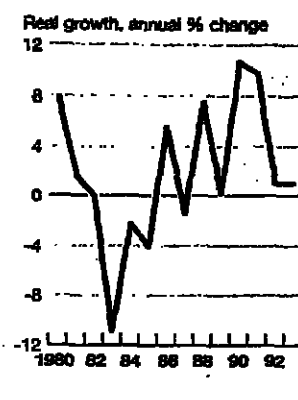
private sectors rely for financing. So far there have been few company failures, but this is largely because banks have extended bridging credit to their main clients. Most of the kingdom's 12 commercial banks are now increasing provisions and hoping for a revival of government payments. But between the increasing demands of private clients and the government's equal reliance on bank financing, bankers say the system is now at capacity.

Money supply and bank deposits are both down in

Saudi Arabia: GDP



Source: Western economies & Ozonestream



would require considerable and costly restructuring to make it attractive to buyers.

Another much discussed option would be to raise electricity, petrol, water or telephone charges, which are indulgently subsidised. Petrol, for example, is 5 cents a gallon. But this would be a brave step on to hugely sensitive political terrain, such a move would almost certainly excite opposition - not least from headline Islamists who argue that the country's wealth should be enjoyed as a right by all.

They are also highly critical of what they see as royal profligacy, and would make political mileage out of attempts to tax Saudis while senior princes continue to build palaces. And they are not alone. Hard-pressed Saudi businessmen have also become unusually critical of royal spending, and royal economic management. "There's not been a year like it in terms of the openness of the grumbling," says a seasoned foreign Riyadh banker.

September's unrest in Burayda, when more than 100 demonstrators were arrested after the detention of a cleric who was critical of the royal family, will have given the government pause. Not least because the agricultural area around

Burayda, while historically a sternly Islamic heartland, was also among the most affected by the government's main structural budgetary change to date - a swingeing cut in previously generous subsidies to wheat farmers.

How King Fahd weighs such factors in making the budget decision - for the ultimate decision will be his - is unknowable outside his close court. So is the true state of the kingdom's finances. Some observers believe oil earnings this year, for example, have been better than budgeted for last January. They point to IMF figures showing that reserves, minus gold, rose from an April low of \$4.5bn to \$8.4bn in July. King Fahd may therefore believe the government can muddle through another year, crossing fingers for an improvement in the oil price, without having to take awkward political decisions at all.

As one diplomat puts it: "There's almost a tradition here of putting off difficult decisions until there seems to be absolutely no other choice." Only on January 1, therefore, will anyone outside the royal court know quite how seriously the Saudi government believes its present economic difficulties really are.

Pacific Dunlop share price hit by lawsuit fears

By Nikkai Tait in Sydney

Shares in Pacific Dunlop, the Australian conglomerate, fell to a five-year low in heavy trading yesterday amid speculation that the company could face product liability suits over pacemakers made by one of its subsidiaries, Teletronics, and sold internationally.

Late in the afternoon, Pacific Dunlop put out a statement, saying that Teletronics had withdrawn three models of pacemakers leads, and that physicians who implanted these devices were monitoring patients. The company said the decision followed reports of lead failures "over recent years".

Mr Phillip Brass, managing director, said the leads first came on the market in 1987, while the group had become aware of problems "largely in the last three years".

Pacific Dunlop said seven failures had been reported in an implanted population of 42,000 recipients since December 1987. Of these seven failures, six were in the US, where two patients have died. One further failure was in Australia, where 1,169 leads of this type have been implanted.

The leads connect the pulse generator - which electronically stimulates the heart - to the heart tissue.

Pacific Dunlop noted that the leads had been approved by the US Food and Drug Administration and said it was still studying the problem. "Preliminary information indicates a fracture in an implanted lead can be identified by X-ray," it said, adding that four faulty leads had been identified in this way in Japan.

On the legal issue, Mr Brass said the group had received no product liability suits.

Teletronics has sales of around A\$400m (£181m), a third of which come from the US, out a group total of A\$7bn. Pacific Dunlop has been introducing a new generation of leads, but says these have yet to gain FDA approval, although other regulatory regimes have given a green light. The product withdrawal, therefore, has most effect on sales in the US, although pacemakers made by the company can still be implanted using alternative leads.

The statement came after the market closed. The shares fell 15 cents, after a 12-cent fall on Wednesday, to A\$3.52.

NZ fraud probe into ex-auditor general

By Terry Hall in Wellington

New Zealand's Serious Fraud Office is investigating the financial affairs of the former auditor general, Mr Jeff Chapman - the country's top financial watchdog - after a highly critical report found he owed the Audit Office more than NZ\$156,000 (\$80,700).

Mr Chapman resigned two months ago citing personal financial difficulties. Mr Bruce McCallum, the government-appointed investigator, found that Mr Chapman had insufficient regard for the prudent expenditure of public money. Mr McCallum said that "as the government's own financial watchdog it was a pity that he did not follow his own advice".

The report said that much of the money owed to the department was due to overseas travel. Mr Chapman travelled first class and stayed at the best hotels and one trip alone cost NZ\$101,000. He had also claimed NZ\$14,000 in expenses and had cash advances of NZ\$48,000.

Mr Chapman says he disputes two-thirds of the debt, as well as large parts of the report.

Mr Paul East, the government minister in charge of the Audit Office, said he was shocked and disappointed by the revelations which showed a "very unfortunate state of affairs". Mr East said that appointment procedures relating to senior civil servant positions would be reviewed.

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NEWS: WORLD TRADE

Regulation blamed for stifling new EU jobs

By Robert Taylor, Employment Editor

Government barriers to competition rather than labour market rigidities explain why recent employment creation has been lower in the European Union than in the US and Japan, according to a study on comparative employment performance published today by McKinsey Global Institute, research arm of the leading international consultants.

The report asserts: "If European countries had matched the job creation performance of Japan and the US over the 1980s without suffering a productivity penalty, their gross

domestic products would be 5 to 15 per cent higher and their unemployment problems would have gone away."

The study urges European policymakers to "abstain from regulations limiting competition even if they are intended to preserve jobs". Strengthening general anti-trust regulations and removing barriers to market access "are important instruments for increasing competitive intensity and overcoming vested interests".

The report examines employment performance in a number of industries, ranging from cars, computers, furniture and banking to film/video/tv

and construction. It covers the US, Japan, France, Germany, Italy and Spain, and concludes "product market barriers play an important role in determining employment levels".

The report says restrictions in Europe have "inhibited the emergence of new labour-intensive segments" in the film/video industry while in European construction "the myriad rules and regulations" of land use, building quality, safety, rent and taxes stifled the product market.

It adds that in Europe retail trade has been hit by "restrictive opening hours, excessive zoning restrictions and the veto power given existing

retailers" thereby limiting the creation of new jobs.

The study also urges reform of Europe's labour market institutions, calling for stricter rules covering payment of unemployment benefit and social assistance and cuts in non-wage labour costs for part-time workers and the low paid.

McKinsey also questions a number of widely held assumptions about the alleged inflexibilities of the western European labour market. It suggests job protection regulations do not "play a major role" in creating rigidities.

The study notes: "While many

employers complained about inflexibility in interviews, the evidence showed when companies were forced to react to dramatic changes in the market place, they were able to overcome these barriers. The transaction costs of hiring and firing play a relatively minor role compared to total labour costs."

McKinsey also found that while Europe "may lack the institutions that can provide temporary workers and in some cases there are restrictions on part-time work, this is not a binding constraint".

Employment performance, McKinsey Global Institute, Washington DC. Free.

Paris all at sea over shipyard subsidy deal

Withdrawing threat to scuttle OECD accord is proving difficult, writes David Buchan

The French government is trying to wriggle out of the hook on which it impaled itself when it publicly threatened to torpedo the international agreement to ban direct subsidies to shipbuilders from 1996.

It will not be easy. Even before he formally opened his campaign for the presidency, Mr Jacques Chirac, the Gaullist leader, was fulminating at the accord, negotiated in the Organisation for Economic Co-operation and Development last July.

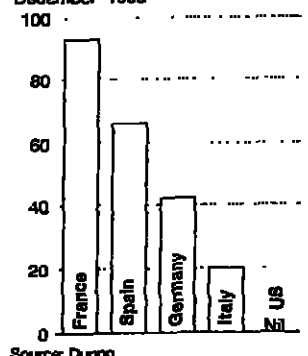
Mr Chirac dubbed it the "maritime Blair House", a reference to the preliminary transatlantic trade deal two years ago that was so hated in France. His presidential rival, the prime minister Mr Edouard Balladur, must therefore make any climb-down as discreet as possible.

In fact, unlike French complaints about the agricultural Blair House, the Balladur government has no real quarrel with the way the European Commission negotiated the OECD deal on behalf of the European Union twelve. It simply rues the fact that the previous Socialist government joined other EU governments in giving Brussels a negotiating mandate in the first place.

Instead of being able to use OECD consensus rules to stymie any ship subsidy ban at the outset, Paris now finds itself with a choice of submit-

Shipyards orders for export

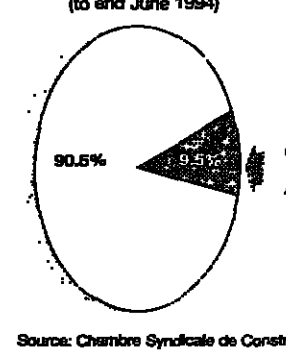
As a percentage of total order book, December 1993



Source: Dumas

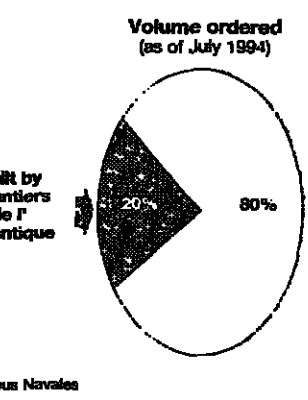
World LNG carriers

Volume in service (to end June 1994)



Source: Chantiers de l'Atlantique

Volume ordered (as of July 1994)



Source: Chantiers de l'Atlantique

ting to the desire of all its 11 EU partners to ratify the accord, or blocking an international agreement that already carries the signatures of the US, Japan, South Korea, Finland, Norway and Sweden.

The latter option puts Paris on a collision course with Bonn, which is keen to get the OECD deal ratified during its EU presidency, preferably by EU foreign ministers on November 28.

Paris is banking on Bonn's help in finding a formula to save face. It was US complaints against German subsidies that triggered the OECD negotiation, and Paris reckons it deserves to be reciprocated for agreeing to let Bonn give a special, temporary subsidy (equivalent to up to 36 per cent of

turnover) to the Rostock yards in eastern Germany.

The main effect of the OECD deal would be to ban, from January 1 1996, direct subsidies which, in the EU, are allowed to be up to 9 per cent of a ship's cost. The Commission is now advising France to cease its fixation about the ban of this direct subsidy, and to make the most of permitted indirect aids. The OECD accord allows governments to pay up to 100 per cent of a yard's research costs and 35 per cent of its development costs, as well as some environmental and training aid.

But CSCN, the French shipbuilders' association, was yesterday unenthusiastic. "Shipyards on average only spend 1 per cent of turnover on

research, and perhaps 2 per cent if you define research 'creatively' like the Japanese," said a CSCN official. "Even if the government pays for all of this, it wouldn't compensate for the disappearance of direct subsidies."

The OECD accord gives three other EU countries - Spain, Portugal and Belgium - longer to phase out direct subsidies, because they have agreed to new capacity reductions. But France refused any further formal restructuring, arguing in the words of Mr Fabrice Thebaud, head of CSCN, that the industry "has no local capacity left to lose".

Over the past 18 years, employment in the sector has fallen from 25,000 to 4,800. Some 4,000 of these work at St

Nazaire for Chantiers de l'Atlantique (CAT), which is owned by GEC-Alsthom, the Franco-British joint venture. It has a new plan to boost productivity by 30 per cent over five years, but hopes to do this with minimal cuts in capacity or jobs.

Apart from CAT, French civil shipbuilding is composed of Constructions Mécaniques de Normandie at Cherbourg (which tried to save Swan Hunter in the UK from going under), Chantiers du Havre, and smaller operations at St Malo, Dieppe and Lorient. None of these locations - even St Nazaire, which has high unemployment - warrants regional aid, which other European yards are eligible for, certainly not on the scale of Rostock's.

Some of these companies get a few French naval contracts. But the vast bulk of that is reserved for the French navy's own huge DCN yards at Brest, Lorient and Toulon, which employ about 30,000 people.

The OECD accord allows governments to subsidise "home credit" to their own shipowners to the level they subsidise "export credit" to foreign buyers of their ships. But, with the French merchant fleet now only ranking 38th in the world, France complains it hardly has any shipowners left to take advantage of these "home credits".

French shipping is unques-

tionably in poor shape; the average age of the 210 French-flagged vessels has doubled to 15 years over the past decade. Compagnie Générale Maritime is putting out of Asian and North Atlantic routes in an effort to cut its losses so that one day the government can realise its plan to privatise the shipping group. The private Bolloré group has also scaled down its shipping operations.

Of the 15 ships on order from French shipowners now, only four are to be from French yards. The mismatch between domestic supply and demand is the result, as Mr Thebaud admits, of his industry's decision to sidestep cut-price competition from Japan, Korea and Poland in containers and bulk carriers, and to specialise in passenger liners, LNG gas carriers and ferries, where they only face Finland and Italy.

In one sense, this has paid off. CAT has in terms of orders 20 per cent of the world LNG market and, with the Royal Caribbean Cruise Line recently ordering a new 2,000 passenger cruise ship and placing an option on another, the St Nazaire yard has a similar share of world orders for passenger liners.

But the upshot of such specialisation is that French yards depend on exports for more than 90 per cent of their business, and have left themselves little home market to fall back on.

WORLD TRADE NEWS DIGEST

US scales down Thailand watch

The US will remove Thailand from its "priority watch list" of countries threatened with US trade sanctions for violating intellectual property rights, following the recent passage through parliament of Thailand's new copyright law, Mr Warren Christopher, US secretary of state, said yesterday. Thailand will be moved to the less rigorous "watch list" under the terms of US trade legislation known as "Special 301", according to senior US officials.

"We will continue to keep a close eye on Thailand's protection of intellectual property rights," Mr Christopher told reporters in Bangkok. "Improved protection of these rights could prevent the loss of over \$150m in annual income to US firms." Pirated computer software, videos and music cassettes are easily obtainable in Bangkok, but the new Thai law extends copyright protection to software and provides for jail terms of up to four years and fines of up to \$100,000 (\$32,000). Mr Christopher also said the Thai government had agreed to open its market for the first time to American citrus products. Thailand will offer export insurance facilities starting on November 23 to boost the competitiveness of the country's exporters. Victor Mallet, Bangkok.

5 groups bid for Israeli tunnel

Five groups of Israeli and international companies have been selected for the final stage of an international tender to construct a \$150m highway tunnel and toll road near the Israeli city of Haifa. The Haifa or "Carmel" tunnel, expected to be completed by the year 2000, is the first infrastructure project in Israel to be submitted to international tender and the first in which all stages of production will be carried out by private contractors.

The highway will be the first toll road in Israel and if successful the project could pave the way for the private sector into a vast array of infrastructure projects in transport, water and communications. The groups picked for the Carmel tunnel are international companies specialising in tunnelling and electronic traffic control systems to operate toll roads. Among companies included in the groups are Astaldi of Italy, Fougere International of France, Dragados Construcciones de Spain, Autostrade of Italy, Parsons Brinckerhoff of the US, Abay TS of Israel and LK Constock, a US subsidiary of Sple Batignolles of France. Julian O'Connell, Jerusalem.

Deals for UK mission in India

The UK's biggest-ever trade mission - a week-long tour to four cities in India - notched up further successes yesterday when two small UK companies signed distribution and technical agreements with Indian concerns. The mission, led by Mr Richard Needham, the trade minister (pictured left), aims to win deals in the fast growing Indian infrastructure market and help smaller UK companies secure business. Speaking in Bombay, Mr Needham pointed to the success of Checkpoint Security Services, a small Reading-based company, which has signed an agreement with Bradman of India enabling distribution throughout India of its cheque security products.

Mr Needham said this showed it was not only big companies which could succeed in overseas markets. "I would encourage the small- and medium-sized companies to explore the Indian market," he said. Another company, Uxbridge-based High Value Horticulture, secured three tie-ups with Indian companies to supply technical knowhow, expert advice and specialist planting material for food processing and horticulture. Andrew Baxter, London.

Airbus to freeze part prices

Airbus Industrie said it would freeze the price of spare parts for its aircraft at current 1994 prices for orders next year. The statement follows recent reports that US rivals Boeing and McDonnell Douglas are close to landing big aircraft orders in the competitive world jet market. More than 80 per cent of Airbus's suppliers have joined the price freeze, which covers parts for early Airbus aircraft as well as those in current production. Airbus has spare centres in Hamburg, Singapore and Washington DC which together stock \$750m of parts. It is opening a centre in Beijing. The Airbus consortium comprises Aerospatiale, British Aerospace, Dasa of Germany and Casa of Spain. Reuter, Paris.

Contracts and ventures

Fuller Engineering, the American half of Danish FLS Industries' cement technology and equipment group, has won a contract to supply a D4000m (90m) cement plant to Indonesia, which will increase Indonesia's cement making capacity by 25 per cent when it comes on stream in the second quarter of 1997. The 7,800 tonnes a day plant was ordered by P T Semen Gresik for construction at Tuban, East Java, where Fuller has already supplied a plant with output capacity of 7,500 tonnes a day. The new order is accompanied by a memorandum of understanding for the supply of a third plant at Tuban, for which it is expected that negotiations will be completed in the first half of next year, said FLS Industries. Hilary Barnes in Copenhagen.

Northern Telecom of Canada has received an \$11m order for a digital switching system from the Chongqing Telecommunications Bureau. The system will serve nine districts in the city area, providing over 100,000 telephone lines. AFX, Hong Kong.

IBM and Russia's Stolichny Bank have signed an agreement to deliver and install 2,000 automatic cash dispensers. Full financial details were not available but IBM said it would organise a credit to finance the first stage. Reuter, Moscow.

China and Boeing of the US have signed a Boeing-737 aircraft into the world's highest airport and may start regular services. The Civil Aviation Administration of China is co-operating with Boeing to open flights to Banda airport in eastern Tibet. Reuter, Beijing.

BASF of Germany is planning a joint venture with Nippon Soda and Mitsui to develop, produce and market plant protection products. It will also market and produce the herbicide Poast, developed by Nippon Soda. BASF already markets it in North and South America. The venture hopes for annual sales of over \$100m. AFX, Ludwigschafen.

Hope dims for all-Americas trade bloc

Stephen Fidler, Nancy Dunne and Bernard Simon on plans for a wider Nafta

The US and its western hemisphere trading partners are struggling to chart the next stage in the economic integration of the Americas.

After the successful negotiation of the North American Free Trade Agreement between the US, Canada and Mexico, which came into force at the beginning of the year, hopes were high that the accord would be the first step towards a free trade zone across the hemisphere.

In the aftermath of Nafta's passage, the Clinton administration called a summit of western hemisphere heads of state. That summit, to which all the region's heads of state except Fidel Castro were invited, is due to take place in Miami on December 9 and 10.

Since last year, however, the prospects for hemispheric economic integration have receded, rather than advanced. While integration across Latin America has continued apace, the idea of the US being at the centre of a hemispheric free trade zone has suffered badly.

The Clinton administration lost its authority to push through trade agreements under "fast-track" without line-by-line scrutiny by Congress. With that receded prospects of a rapid accession to Nafta of Chile - the next country in line. Also buried was a proposal that would give for a period the countries of central America and the Caribbean "Nafta parity" - the equivalent access to the US market enjoyed by Mexico.

The losses for Mr Clinton's Democratic party in last week's mid-term congressional elections have been increased uncertainty about his administration's ability to carry through on its promises. And while a row over Haiti has been averted by the success so far of US intervention there, Latin countries will raise the contentious issue of the US embargo against Cuba.

All this has worried some partic-

Chilean President Eduardo Frei said Chile would enter the North American Free Trade Agreement (Nafta) "sooner or later". Reuter reports from Tokyo. He also said the summit of the Americas in Florida next month would raise trade issues including Nafta. Foreign Minister Jose Miguel Insulza said he was "very optimistic" about talks aimed at bringing Chile into Nafta, but did not expect any significant advances until next year. Chilean officials have been in contact with Clinton administration officials about how and when to bring Chile, next in line to join Nafta, into the free-trade pact.

But Chile's move into the agreement was put on hold in September when the Clinton administration withdrew from Congress clauses which would give US negotiators "fast-track" powers to implement bills without amendment. Chile became the 18th member of the Asia-Pacific Economic Co-operation (Apec) in Indonesia this week. President Frei and US President Bill Clinton met for talks including trade issues at the Apec forum. "The Apec includes the members of the Nafta, such as the US, Canada and Mexico. This means that Nafta is a part of the Apec at the same time," Mr Frei said.

See Feature: Different aims, common cause

patting governments. In a bid to ensure that a lack of progress towards hemispheric integration does not imply the process will go into reverse, Canada, Mexico and Chile have been pressing the US to come up with a coherent hemispheric strategy for the summit.

Some governments now think the summit may do something useful, after all. Mr Eduardo Amodio, Chile's minister of finance, said last week: "Three months ago, we saw the summit as having a very unchallenging

agenda. It's OK to talk about good government, corruption and drugs and that kind of thing - but trade had to be part of the talks. Otherwise, we would not have needed all those presidents and ministers there. Now, we think there might be an interesting discussion."

He said he saw two possible concrete developments emerging from the summit:

● A survey of existing trade and integration arrangements in the hemisphere to bring out what tariff and other rules apply. This would be a first step to ensure that current free trade arrangements do not place obstacles in the path of future economic integration.

● A timetable for action that would "at the very least" freeze existing tariff and non-tariff barriers within the region.

The patchwork of free trade agreements and customs unions that has been established in the region has been a source of worry for some trade experts. They are concerned that rules of origin and other arrangements in some free trade accords would be incompatible with others. They are also worried that the proliferation of bilateral free trade accords could hinder broader economic integration.

These concerns are reflected in a joint paper from three pan-American organisations - the Organisation of American States, the Inter-American Development Bank and the UN Commission for Latin America and the Caribbean - prepared for the summit. Moving towards free trade in the hemisphere through bilateral accords "has several inherent limitations which make it less viable and less active than a multilateral route". Using Nafta as a basis for a multilateral approach, it says, would be "strong option".

This is the route favoured by Canada's Liberal government. A year ago, it was dithering over whether or not

to ratify Nafta. Now it views Nafta enlargement as a centerpiece of foreign policy. Ottawa is nervous of losing what limited influence it has, should the US cut bilateral deals with its Latin American trading partners. Some work - such as harmonisation of trade statistics - is already under way to smooth the way for Chile's entry into Nafta.

"We're trying to make it as easy as possible for Nafta accession to go ahead should the US decide to do the right thing," says one Canadian official.

The joint paper suggests the summit set a target date - for example, the year 2000 - to complete formal multilateral negotiations on a hemispheric free trade zone.

It proposes a commitment to annual ministerial meetings to establish principles to underpin the negotiations and to avoid the creation of obstacles against hemispheric integration. It says an existing group - the OAS special committee on trade - should act as the forum for these meetings, thereby avoiding the premature establishment of an institution which may not be the most appropriate in the long-term.

It also suggests more support, in particular from the IADB, for investments linked to integration and trade, such as regional infrastructure projects. Priority findings could be given to those groupings following principles laid down by the OAS committee.

Mr Jeffrey Garten, the Commerce Department undersecretary for international trade, says the US would like the summit to endorse free trade in the hemisphere and adopt "concrete measures" to move towards that goal. However, the process will not be rapid. He acknowledges that "our goals cannot be achieved in one year, or even five" but says "the momentum towards trade expansion should be bolstered and accelerated".

Uruguay Round 'could benefit all'

By Nancy Dunne in Washington

Market liberalisation agreed in the Uruguay Round could benefit all countries and reduce trade conflicts and protectionism, according to a report issued yesterday by the International Monetary Fund.

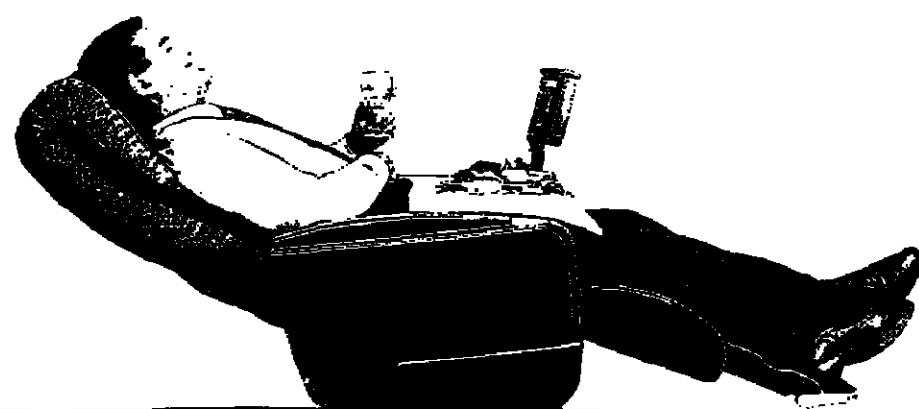
"Given the fairly long implementation period, any transition costs are likely to be felt gradually, providing time to exploit the opportunities opened up by the Round," the report says. However, developing countries could suffer from two costs of transition: the decline of benefits from preference schemes, under which industrialised countries allow specified imports with little or no duties, and also higher food costs.

The IMF says preliminary analyses suggest that erosion of preference margins is small. The main beneficiaries have been the more advanced developing countries, which have more to gain from tariff cuts and liberalisation of agricultural, textile and apparel trade. However, some countries (notably in North Africa and the Caribbean), which rely overwhelmingly on preferences on industrial products, could be adversely affected. Although developing countries which export much of their food might be hurt by higher prices, farm sectors in other countries could thrive as world market distortions are reduced.

Countries protecting their farmers may simply replace their quotas with prohibitive tariffs, the report notes, and anti-dumping measures could still be used for protection.

Still the achievements in market liberalisation, strengthening of rules and institutions and extension of discipline to new areas will be far-reaching, the report said. "Equally important, it has created an environment conducive for tackling future challenges in trade policy."

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Republicans promise new telecoms bill

By George Graham
in Washington

Senate Republican leaders are promising an all-out effort to pass new telecommunications legislation early next year.

Sen Larry Pressler of South Dakota, who will take over as chairman of the Senate commerce committee when the new Congress meets in January, said he plans to meet other Republican senators, including Sen Robert Dole, the party's leader, to sketch out ideas for a telecommunications bill in the next two weeks. "If we don't pass the bill next year I don't think it's going to happen in the election year," he warned.

Telecommunications legislation passed the House of Representatives this year. Although a similar bill was agreed by the Senate commerce committee, it never made it to the Senate floor, largely because of objections from Mr Dole.

Companies in the telephone and broadcasting industries are increasingly anxious to have a new set of rules to replace the 60-year-old law which has been overtaken by

technological and competitive changes.

"There seems to be unanimous agreement that if we could agree on a bill and get the rules set, everybody would be better off," Mr Pressler said.

The thrust of this year's House bill and of the bill produced by Sen Ernest Hollings, the South Carolina Democrat from whom Mr Pressler will take over the committee chairmanship, was to let cable companies, local telephone companies and long-distance telephone companies enter each other's markets, though the different versions differed on how quickly this should happen in each sector.

The activities of the Baby Bells, the regional telephone giants which have a near regional monopolies on local telephone service, are now restricted under terms of the court order which created them 10 years ago by breaking up the original AT&T monopoly.

Mr Pressler said he expected to produce a bill somewhere between the Hollings bill and the alternative proposed by Mr Dole, which leaned closer to the Bells' position.

Housing activity declines in US

By George Graham
in Washington

Home building activity fell in the US last month, the Commerce Department reported yesterday, showing that rising interest rates were starting to damp the housing market even before this week's Federal Reserve decision to raise short-term rates by 1/4 of a percentage point.

Privately owned housing starts fell to a seasonally adjusted annual rate of 1.42m in October, the Commerce

Department said, 5 per cent below September's revised rate of 1.5m and only fractionally above the rate in October last year.

The drop was created by a 7 per cent fall in the number of single family homes started to an annual rate of 1.14m in October.

The number of new building permits issued also fell to a seasonally adjusted annual rate of 1.4m, 2 per cent lower than in September but still 8 per cent higher than in October a year ago.

Pugnacious Newt takes a new tack

Bomb-thrower of far right seeks to become a leader, says Jurek Martin

As Erich Segal once wrote, "love means never having to say you're sorry", then Mr Newt Gingrich has never known true romance. The evidence is that once or twice over the last week he has been caught apologising for being a bit too rude to the President and First Lady.

The speaker-presumptive of the US House of Representatives has even apologised for himself, of whom he was always reckoned to be extraordinarily fond. He told a prime time television audience: "The truth is occasionally I'm not very smart... I probably need to be 30 per cent less pugnacious and 50 per cent less negative."

Indeed, his first week since the Republican electoral landslide may be seen as a remarkable voyage of discovery for the nation's capital. The great game is to ascertain if the bomb-thrower of the far right has been transformed into a new kind of leader capable of doing business not only with the Democrat in the White House but with those in his own party less persuaded by his own ideological convictions.

The new smollient Gingrich has struck a few chords - one even from across the Pacific. In Jakarta, President Bill Clinton shocked his dwindling liberal constituency by suggesting that the next speaker might have a point in wanting the reintroduction of voluntary prayer in state schools, proscribed by the US Supreme Court in 1962 as a violation of



Gingrich complaining about negative stories written about him

the constitutional separation of church and state.

Back home, the White House scurried about to clarify that Mr Clinton was not supporting Mr Gingrich's modus operandi - a constitutional amendment - but rather saw nothing wrong in time set aside for "quiet reflection" in schools. But the president also agreed to sit down to a policy summit with the new Republican leadership early next month, if not before.

In assigning committee chairmanships in the next Congress, Mr Gingrich also showed a willingness to forgive and possibly forget. Most conspicuous was his support of Congressman Gerald Solomon of

New York to run the rules committee. Mr Solomon is certainly conservative enough but once had the temerity to challenge Mr Gingrich for the position of minority whip, an offence considered tantamount to *lese majeste* in the old Gingrich handbook.

He also had no problems with the selection of Congressman Benjamin Gilman, another New Yorker, to head the foreign affairs committee. He is a leading party moderate who promises to offer a counterweight to Senator Jesse Helms's right-wing stewardship of the counterpart Senate panel.

Unlike Mr Helms, who threatened in a letter to Mr

Clinton to create all sorts of trouble on foreign policy if a vote on the GATT treaty were not postponed until next year, Mr Gingrich also renewed his promise to work for approval later this month.

Finally, the next speaker said he would make his House a more humane and "family friendly" place in which to work. Democratic staffers on Capitol Hill, facing job losses running into many hundreds, construed this as meaning they would be spending more time with their families, though his proposed abolition of three standing committees - on the merchant marine, the post office and civil service and the District of Columbia - will certainly cut down on the workload.

On the other hand, in speeches and interviews beyond number, the Gingrich message was as much one of no compromise as it was of co-operation. Regardless of what the Republican Senate does next year, the "Contract with America" manifesto promising less government, lower taxes and more prisons will be on the House agenda from the very beginning. It will even be read out loud at the start of each daily session.

Mr Gingrich described his mandate with these blunt and familiar words: "There's been an enormous effort in the Washington elite to avoid the reality that this election was actually about some fairly big ideas... those who argued for counterculture values, bigger government, redistributionist economics and bureaucracies

were on the losing end in virtually every part of the country."

An important part of this "elite" is, of course, what Mr Gingrich has long seen as a pernicious "liberal" media, and it has to be reported that the course of true love between the next speaker and the press is already running no more smoothly than it has done with the current president.

Of many assaults from the left, Anna Quindlen's in the New York Times was nearly the most pointed in writing of his "not-like-us ethos [that] makes so much bigotry possible". Even the non-doctrinal David Broder of the Washington Post contrasted his "arresting, powerful ideas" with "the demons he seemingly cannot control".

Mr Gingrich is thin-skinned enough to have banned from his office reporters from the Atlanta Journal-Constitution, his home-town newspaper, after it ran a cartoon recalling the circumstances of the break-up of his first marriage. As Mr Clinton knows only too well, even ancient and personal history is no longer off-limits for those in power.

Even those long forgotten can still bite back. No sooner had Mr Gingrich assailed the Clintons as "counterculture McGovernites" than ex-Senator George McGovern himself, the failed presidential candidate of 1972 and more recently New England hotel-keeper, was back in print professing "nothing but disdain towards this unscrupulous demagogue". This is one love affair never to be consummated.

Cardoso gears up for drive on reform

By Angus Foster in São Paulo

Mr Fernando Henrique Cardoso, Brazil's president-elect, yesterday promised to deliver "sustainable" economic development and said the victories of candidates from his Social Democracy party (PSDB) in this week's state elections showed voters wanted a "more modern, more open" economy.

Mr Cardoso, who takes office on January 1, was speaking after Tuesday's elections in which the PSDB won six out of 27 governorships, including the three most important states. Political analysts say the party's strong performance, and Mr Cardoso's easy win in the presidential race last month, has given him an exceptional opportunity to push ahead with reform of Brazil's economy and government.

Mr Cardoso said his advisers were working on detailed reform proposals, which would be announced closer to his inauguration. He said the first priority would be to continue the struggle against inflation. Inflation has fallen this year thanks to a new currency, the Real, which Mr Cardoso helped plan when finance minister. He said a "series of measures" were needed to reform the public finances.

As well as tax and social security reform, his advisers are thought to be planning a shake-up of the government administrative machine and overhauls to the nearly bankrupt state banking system.

He said he would announce his cabinet "around the end of December" and wanted a mixture of technical and political experience.

Mr Cardoso said he would soon begin talks with the leaders of other political parties to build a working majority in Congress. He is especially interested in attracting the support of the so-called "ethical wing" of the Democratic Movement (PMDB), the country's largest political party.

Handful of mid-term poll results undecided

By Jurek Martin in Washington

A handful of results from last week's mid-term elections remained undecided yesterday, making the final size of the Republican majority in the House of Representatives still in doubt.

But Mr Parris Glendening, the Democrat, finally felt secure enough to announce his transition team as governor-elect of Maryland. With only 1,400 absentee ballots to be counted, his lead of 5,405 votes seemed unassailable, although Mrs Ellen Sauerbrey, the

Republican, still refused to concede defeat and was alleging unspecified voting irregularities.

In California, Congressman Michael Huffington, the Republican, also had not conceded to Senator Dianne Feinstein, though her lead had widened to nearly 138,000 votes with just over 500,000 still to be counted.

The outcome of one House race, in Connecticut, seems certain to be decided either in the courts or in the House itself. The final tally gave Congressman Sam Gejdenson, the Demo-

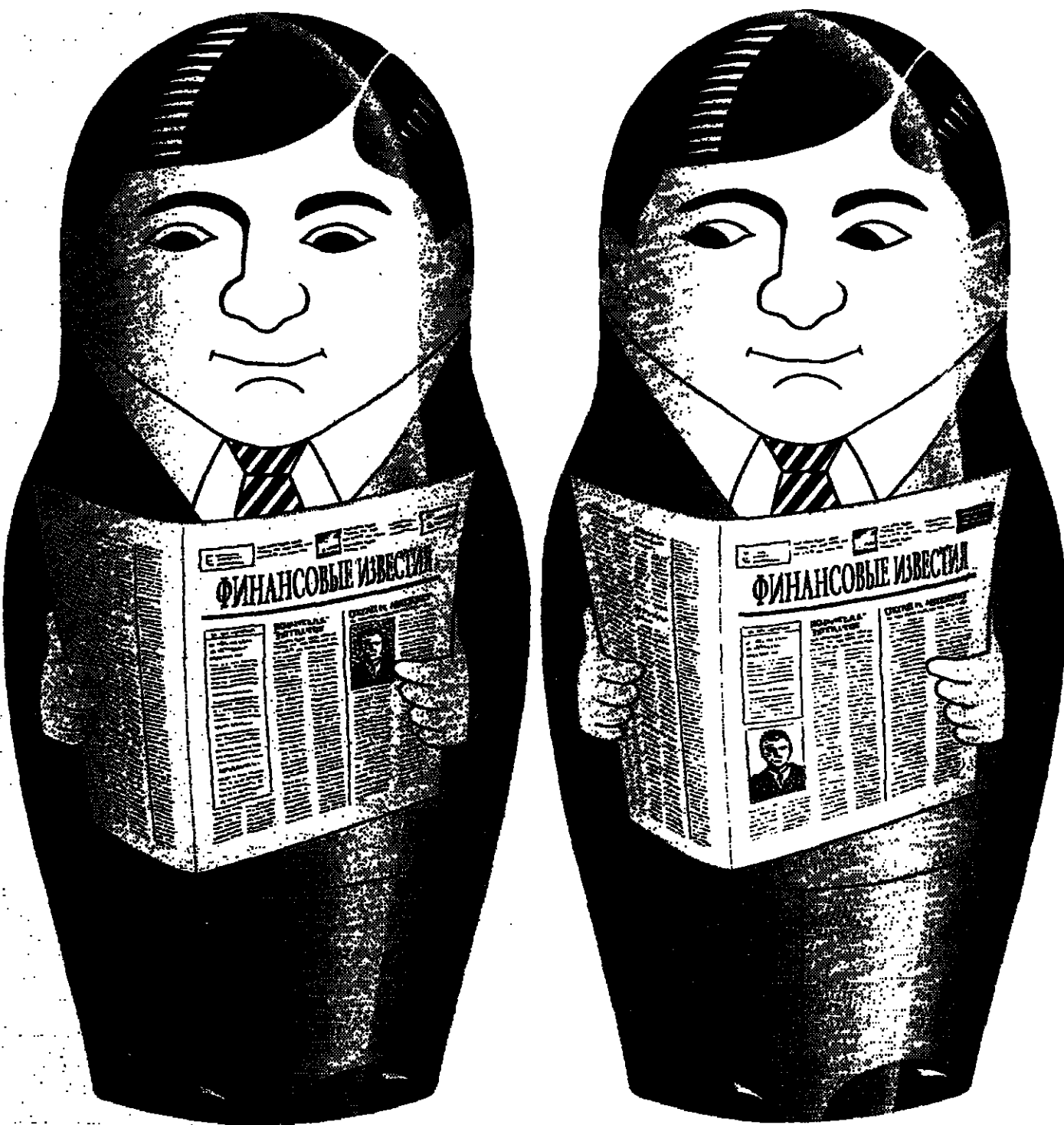
crat, a four-vote lead, double the first count, over Mr Edward Munster, but state officials refused to certify the result.

In 1984, an equally close race in Indiana was eventually decided by the House itself, then under Democratic control, in favour of the party's candidate, Mr Frank McCloskey, after a recount had given the edge to a Republican.

In California, Washington and New York, three first-term Democrats - Jane Harman, Elizabeth Furse and Maurice

Hinchey - were clinging to tiny leads, but all less than the number of votes still to be counted and with challenges on the cards. If these three and Mr Gejdenson survive, the House line-up would be 230 Republicans, 204 Democrats and one independent.

Likely to be announced today is the result for the Alaskan governorship now held by Mr Walter Hickel, an independent. The last count gave Mr Tony Knowles, the Democrat, a 517-vote lead over Jim Campbell, the Republican, with about 9,000 ballots outstanding.



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FINANCIAL TIMES
GROUP

Labour leader signals divorce from unions

By Kevin Brown,
Political Correspondent

The leadership of Britain's opposition Labour party yesterday delivered a double-barrelled warning that it is serious about plans to reform the party's relations with the unions.

Mr Tony Blair, the Labour leader, told the unions clearly in a magazine article that it was in their best interests not to be associated with one particular political party.

Mr Blair's comments, in the leftwing magazine *New Statesman*, went significantly further than his earlier warnings that unions could expect no special access to a future Labour government.

The significance of his remarks was underlined by Mr John Prescott, Labour's deputy leader, in a speech to a conference on relations between managers and unions.

Mr Prescott, regarded as the most traditionalist member of Labour's leadership, said that the party would no longer take "a partisan approach to industrial relations, sometimes in spite of our judgment of what is best".

The concerted declaration of Labour's independence from the unions comes as the leadership prepares for a battle with union leaders and leftwing MPs over the future of Clause IV, the party's commitment to widespread public ownership.

Separation from the unions

and the emasculating of Clause IV are regarded by Mr Blair's supporters as vital elements of his plan to modernise the party by distancing it from its traditional socialist roots.

Mr Blair, who is expected to expand his view of the relationship between the party and the unions at a London conference tomorrow, told *New Statesman* readers that unions had a role in protecting working families from economic change.

But he said that unions could protect their influence only by "being a broad voice of the working people, not a direct party political voice or one that is concerned for a narrow interest of individual unions".

He said that unions "do not want, and will not get, favours from a Labour government". Unions "should be able to thrive with any change of government... because they speak for the broad interest of working families".

Mr Blair said the unions must adapt to change by developing better services or risk losing members to private-sector organisations that would "cherry-pick" their profitable activities.

"Just as Labour is now looking again at the culture, organisation and constitution of the party, so are many unions who see that the present structures and objectives are out of date," he said.

Troubled railway project to be hived off

By Charles Batchelor,
Transport Correspondent

CrossRail, the £2bn project for an east-west main line rail link beneath London, is to establish itself as a separate company with a chief executive recruited from the private sector.

The CrossRail scheme is a joint venture between British Rail, London Transport and Railtrack. Its three promoters are keen to see it become independent.

According to Mr Geoff May-

nard, BR director of London rail development, this would make it easier to bring in private sector partners and would allow managers to focus their energies on the project. At present CrossRail has to compete with other projects being pursued by BR, London Transport and Railtrack.

The CrossRail team is working on plans to revive the project by means of the Transport and Works Act, an alternative to the private bill procedure under which the scheme was

rejected by parliament in May. A private bill committee of four MPs objected to it on the grounds that traffic estimates made in the late 1980s were no longer relevant and that the project was not sufficiently integrated into other rail lines.

A draft order seeking powers under the act will be put to parliament next May.

The Transport and Works Act procedure being followed will allow detailed objections to be dealt with at a public enquiry rather than in parlia-

ment. It would also allow construction work to start in early to mid-1997 for completion in about 2002.

Some private sector companies in the engineering and construction field have criticised the CrossRail project as over-ambitious and expensive. They have proposed a simpler scheme which involves upgrading existing underground lines.

Nearly 100 homes will be demolished and a further 70 will lose part of their gardens to make way for the Channel

tunnel rail link and the associated widening of the M25 motorway, the Department of Transport said yesterday.

Details of the impact of the proposed £2.7bn rail link on communities and the countryside were published in environmental statements - comprising 12 documents and 54 volumes of special reports - required for such projects.

Several thousand petitions are expected to be put to the select committee which considers the plan.

Minister stalls on Malaysia payment

By James Brett

Mr Douglas Hurd, Britain's foreign secretary, yesterday refused to give a firm commitment that future donations for Malaysia's Pergau dam project would not come from the UK's aid budget.

Following a court judgment last week that payments on the Pergau project had been illegal, opposition MPs asked Mr Hurd to give an assurance that UK expenditure on the Pergau project would no longer be made by the Overseas Development Administration.

Amid growing controversy about Britain's aid programme, they also sought an assurance from the foreign secretary that previous expenditure on the dam from the ODA's Aid and Trade Provision would be given back.

Mr Hurd stated in the House of Commons, however, that he had not yet received the High Court's full written judgment on the issue. He also said he had not yet decided whether to appeal and that no final decision could be taken until he did so.

"There have been no decisions on any of these points, either on past or future spending," Mr Hurd said. "We will have to take that decision. If I decide not to appeal, and as soon as that decision is taken, the House will be informed."

Mr Hurd confirmed that the next payment to the Malaysian government to help build the dam would be made by the end of the year. He also said that he had not been aware while foreign secretary of any link between British aid and weapons sales to any country.

Mr Robin Cook, the Labour opposition's shadow foreign secretary, said he would add the name of Baroness Thatcher, the former prime minister, to the "charge sheet" on Pergau, but added that Mr Hurd could not escape "his own personal responsibility".

He said the episode had been "an alarming glimpse into the private arrogance of this government."

Adams seeks early talks on N Ireland

Mr Gerry Adams, president of the Irish republican Sinn Féin party, yesterday made his first visit to the British mainland since the banning order on him was cancelled, David Owen writes.

He used a crowded Westminster press conference to urge the British government to start talks with his party, the political wing of the Irish Republican Army.

In a meeting hosted by Mr Tony Benn (right), the leftwing former Labour cabinet minister, Mr Adams said it was illogical for Britain to put talks on Northern Ireland under "unnecessary strain" by further delay.

While yesterday's visit provoked the fury of some hard-line Conservatives, the British government has promised to begin exploratory talks with Sinn Féin next month.



Upper chamber battles for a higher legislative profile

Mr John Major thinks he has done the double. In the Commons yesterday rebel MPs were queuing up to declare loyalty in the wake of the prime minister's threat to call a general election over the European finance bill. Up the corridor in the Lords, senior ministers were confidently predicting that the upper house is also back under control.

Their confidence may yet turn out to be misplaced. The government

has had a traumatic year in the Lords, and there is no evidence that peers regret the savage beating they handed out to ministers in the last parliamentary session.

On the contrary, many peers relish the higher profile achieved by the Lords as a result of its battles with the government. Even some senior Tories say the house now has a better public image than its much derided democratic rival.

Government defeats in the Lords are not particularly unusual. There have been an average of 15 to 20 a year since 1979. But there is nervousness among some in government that the calibre of last year's tussles between the upper house and the cabinet may have marked a step change in the Lords' willingness to challenge legislation.

This year, say ministers, it will be different. The Lords is under fresh

management following the retirement of Lord Wakeham, the former leader, whose reputation as the cabinet's consummate "fixer" was tarnished by last year's revolts.

Government business is now in the hands of Viscount Cranborne, a former Conservative MP, and Lord Strathclyde, the 34-year-old chief whip, who has held a series of minor government jobs since entering the Lords in 1985.

The government's business managers have learnt the lessons of last year, particularly the importance of consulting senior backbench peers early in the process of framing legislation.

They have taken care to begin the Lords' legislative programme with two relatively uncontroversial bills on the Scottish criminal justice system and agricultural tenancies.

There could be problems with the

third bill slated for the Lords, merging a number of environmental agencies, with a potentially significant impact on the management of the countryside. But the government has gone to great lengths to minimise opposition to the bill by consulting widely on its contents, and publishing draft clauses to test public and parliamentary reaction.

Kevin Brown



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Unless help is given, soil is exhausted very quickly by "slash and burn" farming methods. New tracts of tropical forest would then have to be cleared every two or three years.

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مركز المنهج

British Gas pins market hopes on new price structure

By Robert Corzine

British Gas yesterday fired the first shot in the battle to retain its dominance of the UK's domestic gas market, which is due to be opened for competition in 1998.

Only a day after the government said it will introduce legislation to abolish the company's monopoly on supplying 18m mainly residential users, the company announced a price restructuring that will reward

British Gas' best customers while recovering some of the costs of dealing with those with poor payment records.

The restructuring includes a 2.9 per cent increase in the standing charge and the cost of gas for those customers who do not take up British Gas' offer of a 5 per cent discount in exchange for agreeing to pay by direct debit.

British Gas expects 5m households to join the scheme. It claims that 92

per cent of its customers have access to a bank or building society account, and could therefore take advantage of the savings.

But there was criticism that it did not cover prompt payers who preferred to deal in cash, or who did not want to give the company access to their bank accounts.

The Gas Consumers' Council said: "We had hoped that British Gas would have offered discounts for prompt payment by any method."

The company said it would extend the scheme to such customers later next year when its new national billing system is in place.

It said the removal of cross-subsidies and the establishment of cost-reflective pricing for various categories of customers was essential if it was to compete in a liberalised gas market.

A spokesman noted that it cost ten times more to deal with customers who delayed paying their bills com-

pared with those who paid on time.

Ofgas, the industry regulator, said the new pricing policy appeared to be "fair". The price increase is the first since 1991.

An additional price adjustment is likely next year when British Gas implements a regional pricing policy approved by Ofgas. Customers could face variations of plus or minus 2 per cent to 4 per cent.

British Gas said yesterday it expects that any rises will be closer

to 2 per cent. The shift to more cost-reflective pricing is also likely to affect the company's policy towards debt and disconnection. The new computerised billing system should identify problem payers earlier. That will help to prevent debts building up.

The company may also consider ways to speed up the current costly disconnection process, which in practice takes far longer than the legal requirement.

Summer holiday sales set record

Travel agents' sales of summer holidays outside the UK rose 24 per cent this year to 9.8m, far exceeding the previous record of 8m set in 1987, Michael Skapinker writes.

The increase was greater than predicted by the travel industry which had been expecting sales of summer 1994 holidays to be between 10 per cent and 15 per cent higher than last year.

Lunn Poly, the UK's largest travel retailer, said the rise had been stimulated by agents' discounts and increasing consumer confidence. The sales growth was achieved in spite of tax increases earlier in the year and despite a warm summer in Britain.

Spain was the top-selling summer 1994 destination, accounting for 43 per cent of sales compared with 38 per cent last year.

Greece was the second most popular destination with a 17 per cent share compared with 18 per cent last year.

Cyprus, the US, Portugal and Turkey accounted for 5 per cent each.

Sales to Turkey suffered in the period to the end of June as a result of terrorist activity there, but recovered later in the summer.

Florida was the most popular long-haul destination for summer 1994, with 35 per cent of long-haul holidays sold. This was sharply down, however, from Florida's 1993 share of 46 per cent. The fall was largely the result of poor publicity flowing attacks on tourists.

UK NEWS DIGEST

Nestlé to close factory with loss of 900 jobs

Nestlé, the Swiss multinational, said yesterday it will close its confectionery factory in Norwich, eastern England, in two years with the loss of 900 jobs. Production will be transferred to several other plants with the northern city of York, home of the Rowntree's business Nestlé bought in 1988, apparently the biggest winner.

It is the third tranche of job losses announced by Nestlé since it completed a review this summer of its UK operations. Job losses so far total 2,000 out of a UK workforce of 17,000. Further reorganisation is expected by analysts. "We need to reduce our capacity and costs to improve competitiveness so that we can protect and develop the business for the future," said Mr David Harris, managing director of Nestlé Rowntree.

Norwich's production will be transferred to factories Newcastle-upon-Tyne, Halifax and York. Nestlé also announced yesterday a new chocolate factory at York to replace those at Halifax and Norwich. The new plant will meet all Nestlé Rowntree's needs. News of the closure of the Norwich plant, which dates from 1980, comes only two months after Redcliff & Colman said it was selling its Colman's food business based in the city since 1814.

Obligations to Lloyd's disputed

Many Lloyd's of London members being pursued by the insurance market's financial recovery department are either disputing or unaware of their obligations, statistics released yesterday suggested. Lloyd's said the department's strategy of trying to enter into a dialogue with loss-making Names, individuals whose assets have traditionally supported the market, was working. But more than 500 out of 1,200 who had responded by earlier this month either disputed or did not recognise the figures supplied. More than 100 rejected liability.

Lloyd's is attempting to recover about £1m from Names and sent letters to about 4,500 of them in September. So far, more than £34m has been repaid by a total of 600 members who have now settled their debts. About 1,200 have requested discussions with the financial recovery department about addressing their indebtedness to Lloyd's.

Supermarket petrol sales up

Almost one-fifth of petrol sold in the UK is purchased from supermarket forecourts, a report by market research firm Taylor Nelson AGB Publications said yesterday. Supermarkets have increased petrol sales by 63 per cent since 1990 and these sales now account for an average 2 per cent of the total turnover of the biggest five supermarket chains. Supermarket petrol was an average of 6 per cent cheaper than that sold elsewhere, said the report.

The estimated petrol sales for the top five supermarket petrol-selling chains - Tesco, Sainsbury, Asda, Safeway and William Morrison - was £1.97bn in 1993.

Change for military housing

The Ministry of Defence is to set up a new tri-service executive to manage its married quarters estate of some 68,000 homes, Mr Malcolm Rifkind, defence secretary, announced yesterday. The new body - the Defence Housing Executive - will assume responsibility for the homes from April. They are now managed on single-service lines. Mr Rifkind said the body would be established in the first instance as a budgetary unit within the Ministry of Defence, "but with a remit to move towards autonomous operation as a likely candidate for... privatisation in due course".

The Ministry of Defence faces a £500m gap in its budget next year if it cannot find a way of transferring the estate to the private sector. The ministry last month appointed NatWest Markets to advise on new options for doing this after its original plans to set up a non-profit trust ran into difficulties. MoD officials said yesterday the executive would be "a short-term arrangement while we continue to work towards privatisation proper".

Guns go missing in Germany

Rifles, submachine guns, other automatic weapons and even vehicles were found to be missing as British army units withdrew from Germany, the House of Commons defence committee said in a report yesterday. The cross-party committee severely criticised "unacceptable" discrepancies involving explosives, detonators and weapons.

Some 114 discrepancies were identified at one unit alone on items with a book value of £97,000, including three large pieces of equipment such as a gearbox. The committee said it was "deeply disturbing" that the Ministry of Defence "failed to maintain proper accounting control over weapons and explosives".

Strong export growth boosts engineering sector

By Andrew Baxter

Strong growth in exports - especially to western Europe - and revived investment spending by UK industry will boost engineering output by 4 per cent next year, the Engineering Employers Federation said yesterday.

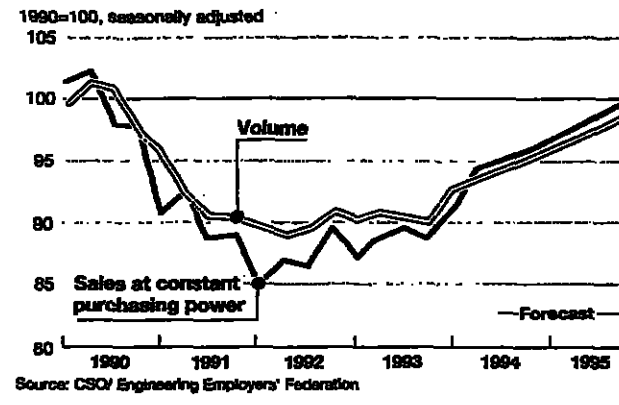
The federation said in its half-yearly trends survey that employment in the sector, which has fallen by 400,000 since 1990, will stabilise - dropping only another 15,000 to 1.66m by the end of next year.

The upbeat forecast underlines the better prospects for the engineering sector after the recession, but the federation cautioned against euphoria.

Overall, the engineering sector's sales will exceed £140bn this year, but even by the end of next year its output will be no higher in real terms than it was in 1990.

By the end of next year only two sectors of the industry - electrical and instrument engineering and automotive - will be producing at a higher rate than in 1990. Mechanical engineering, metal goods and aero-

Engineering industry output



space output will still be well below 1990 levels.

The federation said cyclical revival of investment spending is boosting UK demand for engineering products, but from a low level. It still wants changes in capital allowances to ensure that the next "investment recession" is not as deep as the last downturn.

Meanwhile, the recovery of European markets from recession is an important develop-

ment for the sector and for the UK economy as a whole.

Western Europe already accounts for 50 per cent of UK engineering exports, and the proportion could rise next year. Mr Thompson believes the upturn will prevent the £8bn (£9.8bn) trade deficit in engineering goods from worsening - although the federation continues to believe the deficit is not a good thing in the long term.

Smaller banks criticised by review committee

By John Gapper, Banking Editor

Some small banks were criticised by an independent bankers' group yesterday for not joining the UK Banking Ombudsman scheme. The Code of Banking Practice Review Committee said they were denying customers independent arbitration on disputes.

The review committee, an independent group which reviews the banks' voluntary code of banking practice, said in its annual report that it was "disappointed at the comparatively small number of banks" that had joined the scheme.

The 85 banks that are members cover nearly all personal banking customers in the UK, but the committee is concerned that small foreign banks dealing with ethnic minorities tend not to join the scheme at an annual cost of £2,500.

It said 99 per cent of customers were covered, but it was "unsatisfactory that there

remains a minority of customers, albeit small, which has no opportunity of having complaints dealt with by an impartial outside arbitrator".

The committee said it was surprised that some small banks had refused to join on the grounds of cost because the annual charge for smaller banks had remained unchanged for eight years while annual running expenses had grown.

Mr Martin Karmel, the committee secretary, said that building societies were compelled to be members of the scheme, but this was inappropriate for small banks because many operating in London had no personal customers.

Mr Karmel said the committee was particularly worried at the number of foreign banks serving ethnic minorities in the UK which were not part of the scheme. Banks were asked to give reasons in the committee's annual compliance survey.

Retailers fear tough Christmas

By Gillian Tett, Economics Staff

Trading conditions for shops in the UK during the important pre-Christmas period will be tough, retailers warned yesterday.

Although official figures showed yesterday that retail sales in October were higher than year before, the rate of growth has slowed in recent months and price competition remains intense.

The Central Statistical Office said retail sales volumes in October were a seasonally adjusted 0.1 per cent higher than in September. Year-on-year growth slowed to 3.1 per cent in October from 3.5 per cent in September.

Measured on a three-monthly basis, a more accurate indication of trends, sales volumes were 0.6 per cent higher than over the three months to July, a slightly slower rate of growth than in previous months.

Highlighting the fierce price competition in the high street, the value of retail sales rose only 0.7 per cent on a seasonally adjusted basis in the three months to October, compared with the previous three months.

Adding to the picture of subdued retail activity, Bank of England figures showed yesterday that the annual growth rate of notes and coins in circulation measured in the past week was, at 5.8 per cent, the lowest since mid July.

The combination of soft consumer demand and low inflation will be welcomed by the government as it prepares for Chancellor Kenneth Clarke's Budget on November 29.



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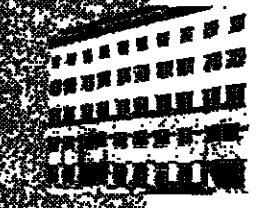


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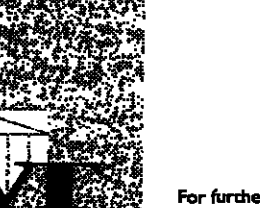


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PROPERTY

Signs of life on the sites

Activity is picking up but financing remains a problem, says Simon London

The chill wind of recession sent property developers into hibernation, and the warm glow of recovery has brought them blinking back into the light.

Land Securities, the largest quoted UK property company, this week announced that it was gearing up its development programme. It plans to spend £350m over the next two to three years, its biggest burst of development activity since the late 1980s.

Smaller developers are also starting to stir, including some notable figures from the past. Mr Godfrey Bradman, former chairman of Rosehill and one of the biggest casualties of the bust, is now operating from offices overlooking Regent's Park.

Yet the development climate is hardly balmy. As the graph shows, planning permission has been granted for an additional 13.6m sq ft (1.26m sq m) of office space within the City of London. Of this, more than 7m sq ft (630,000 sq m) covers sites which are currently empty and waiting for work to start.

Yet during the first six months of this year construction started on only 1.7m sq ft, only a shade more than in the same period of last year.

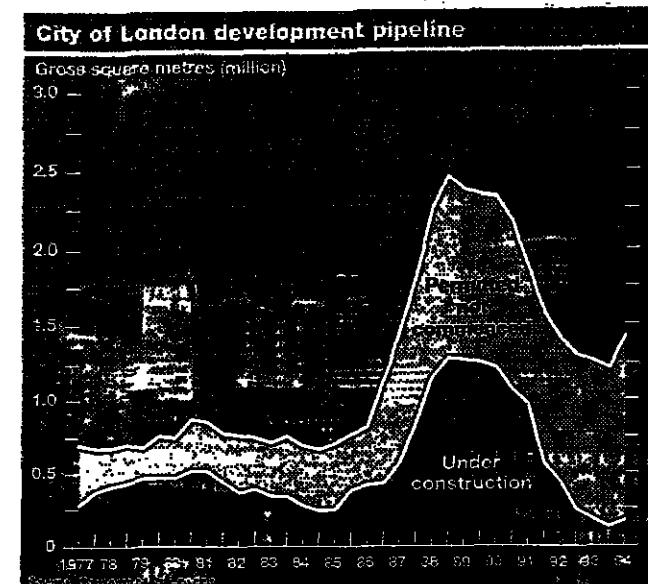
The reason for the modest pace of activity is that rents are too low and property yields too high to give developers a clear profit.

For example, with top City rents at £35 per sq ft and new office developments being sold forward to investment institutions on yields of 6.5 per cent, a 30,000 sq ft development might have a finished capital value of about £15.5m.

Yet building 30,000 sq ft of office space for much less is difficult, unless the developer has bought the site cheaply. The following hypothetical example assumes that the developer has paid about £175 per sq ft for the site. This is not unreasonable, given that one core City site is rumoured to have changed hands for £250 per sq ft last week.

Land cost: £175 per sq ft + building costs: £130 per sq ft + professional fees: £25 per sq ft x 30,000 sq ft = £10m capital value.

So far so good, except that the developer needs to finance the project. Awareness of the risks and uncertainty about the outlook mean that banks are extremely wary of financing speculative developments.



There is only a handful of banks willing to look at speculative development projects and they are understandably discreet about it," said Mr Peter Champness, partner at surveyors Gerald Eve.

Only big property companies such as Land Securities can attract sufficient bank loans to finance large speculative development programmes. Smaller investment institutions such as pension funds and life insurance companies.

Small, independent developers also recognise that speculative projects financed with bank debt expose them to very high risks. At this early stage of recovery, most would anyway prefer to share the risks with an institutional partner. Under this type of funding arrangement, the developer usually agrees to sell the finished building to the institution at an agreed yield.

If the property market weakens during construction, it is the institution rather than the developer which suffers.

The pay-off is that the institution gets the building at a higher yield than it could be sold for on the open market. Our hypothetical City office block could probably be sold for 5.5 per cent on the open market, yet the institution is paying 6.5 per cent as part of the funding agreement.

The details of an institutional funding package could be complex. But if the developer arranges finance over a four-year period at, say, 2 per cent

points over base interest rates, an all-in funding cost of about £3m-£3.5m would be about right.

It is also likely that the developer will have to contribute to fitting-out costs for the tenant, in which case another £1m will have to be set aside.

In total, the hypothetical office block has cost the developer £14.5m to build and fit-out. Since the institution is

getting the finished building cheaply, this leaves a development profit of less than £1m, or about 5 per cent of the capital value.

Such calculations explain why development activity is still muted. Either rents need to rise or property yields need to fall before many projects become viable.

Moreover, institutional appetite for development finance is limited. Even large pension funds cannot afford to have more than a few speculative schemes in hand at any one time. Smaller funds are often wary of getting involved with development activity at all.

One reason is that fund managers have historically seen poor returns from development. Figures from the Investment Property Databank, a research group, show that development activity has been a drag on the performance of institutional investors in 14 out of the past 19 years. Only in the period from 1983-87 did development actually enhance investment returns from commercial property.

Unless this changes, the flow of institutional development funding will be steady rather than speculative. Fund managers are also likely to demand good terms from developers, which will keep development margins under pressure.

Much therefore depends on whether banks start funding speculative development projects again and whether the developers themselves feel confident enough about the outlook to proceed without an institutional partner.

In the current climate, with little sign of rental growth and uncertainty about the economic prospects, the banks have no reason to rush back into the market.

Developers point out that the debt-financed development peak of the late 1980s was unusual. Previous property cycles were funded by institutional investors rather than banks. The extent of overbuilding was far less severe as a result.

While the pace of development activity is sure to pick up as rents rise and more projects become viable, there are signs that developers will have to rely far more on institutional finance. If that holds back the pace of development until tenants are ready to fill the space, the property market will be healthier for all concerned.

Banks are still extremely wary of financing speculative developments

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Committee on Bids

PUBLIC NOTICE

NOTICE UNDER SECTION 12 OF THE ELECTRICITY ACT 1989

On 14 November 1994 the Director General of Electricity Supply made a reference to the Monopolies and Mergers Commission under Section 12 of the Electricity Act 1989 in the following terms:

- The Director General of Electricity Supply ("the Director"), in exercise of the powers conferred upon him by section 12 of the Electricity Act 1989 ("the Act"), hereby makes a reference to the Monopolies and Mergers Commission requiring them to investigate and report on whether the consolidation without modification of the provisions as to the restriction of changes for distribution and supply of electricity contained in Schedule 6 to the Electricity Act 1989 together with the special provisions for changes as between the Generation Business and the Distribution and Transmission Businesses contained in Schedule 7 to that Act, operates or may be expected to operate against the public interest, and if so whether the effects adverse to the public interest which that matter has or may be expected to have could be remedied or prevented by modification of the conditions in that licence.
- The report on this reference shall be made within the period of six months beginning with the date of this reference.

UK PROPERTY SURVEY CHANGE OF PUBLICATION DATE

The UK Property Survey will now be published on
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مكتبات التحصيل

PEOPLE

Supervisory role for Sir Dennis at the Bank

The Bank of England has achieved a notable catch with the appointment of Sir Dennis Weatherstone, the retiring chairman of the US Bank J.P. Morgan, as an independent member of the Bank's board of banking supervision.

Sir Dennis will succeed Sir Peter Leslie, the former deputy chairman of Midland Bank, and serve for a five-year term. The board is responsible for overseeing the work of the Bank's supervisors in its financial stability wing.

Sir Dennis, who has taken an interest in supervisory issues relating to financial derivatives in his work with the Group of Thirty senior banking executives, will be the best known of the six independent members of the board.

The Bank yesterday made no

secret of its delight at having attracted Sir Dennis to the board. Figures of equal weight, such as Sir David Scholey of S.G. Warburg, tend to sit on the Bank's governing Court rather than its supervision board.

Sir Dennis, who will be 64 on his retirement from the helm of J.P. Morgan at the end of the year, has become a notable figure in the international debate on derivatives, leading calls for banks to self-regulate their activities.

At the monthly meetings of the banking supervision board, he will have access to all supervisory reports on UK banks, as well as being able to quiz Brian Quinn, executive director for financial stability, on the department's work.

The bank's supervisory



Priddle to monitor the West's energy

Robert Priddle, head of corporate and consumer affairs at the Department of Trade and Industry, was yesterday elected executive director of the International Energy Agency, the West's energy monitoring body. Priddle has been elected for a four-year term to the Paris-based organisation as successor to Helga Steeg, who had held the post for 10 years.

Priddle's election comes as the 23-member organisation is in the middle of re-defining the agency's role in an economic and political climate which has changed considerably since it was set up after the 1973 oil crisis. "The energy market is much more diverse and the political situation much less confrontational," Priddle says.

The IEA was set up to monitor security of energy supplies and share fuel at times of crisis. But Priddle says it must now work much more closely with the international markets for oil.

The IEA must also concentrate on other aspects of energy security such as environmental measures. "Unless energy producers and users are properly sensitive to environmental damage, the security of energy supply may be called into question," he says.

The agency will also need to develop its relationship with non-OECD countries in future as the dominance of the OECD in the oil market has diminished, he believes. Deborah Hargreaves

department has been overhauled since being criticised over its handling of the collapse of the Bank of Credit and Commerce International, and several new senior officers have been brought in.

Sir Dennis was thought to be a possible candidate to become governor of the Bank when Eddie George was appointed. Lord Swaythling, whose term on the board expires at the end of the year, has been appointed for a further five-year term. John Capper

■ Ian Hay Davidson is convening in Australia following an operation: as a result Margaret Downes is acting chairman of Storehouse and Peter Macfarlane, appointed deputy chairman at MDIS, is standing in for him there.

■ Michael Cannon has been appointed chairman of SULZER (UK) HOLDINGS on the retirement of Peter Strangway.

■ Simon Petchey, formerly vice-president logistics and IT for Europe at EMI Music, has been appointed director of group information services division at W.H. SMITH.

■ Klaas van Mill has been promoted to marketing director for BRAUN UK in succession to Tim Yates.

■ Roslyn Beattie has been appointed company secretary of WATMOUGH'S (HOLDINGS).

■ Michael Richardson, formerly sales and marketing director of Dornier Aerospace, has been appointed md of BOWTHORPE's Penny & Giles Data Recorders in succession to Charles Fitch, who remains chairman. Robert Potter, formerly md of GEC-Marconi's sensors division, has been appointed general manager of Bowthorpe's aerospace equipment.

towards retirement.

Keith Henry has been appointed chief executive of the electricity generation company. He is chief executive and a long-time employee of Brown & Root, the US-owned engineering, project management and construction group, and will fill the vacuum left by John Baker's appointment as chairman when Sir Trevor Holdsworth retires next April after five years in the position.

National Power had little choice but to recruit externally for the job of chief executive, since three of its five executive directors will retire within the next 18 months. Only the finance director, Brian Birkenhead, and the managing director of its international business development operations, Graham Hadley, will remain.

John Baker's switch to non-executive chairman will leave him more time to devote to other directorships and to his new post of chairman of the World Energy Council. He will play a strategic role and devote two days a week to National Power.

His replacement is an experienced civil engineer. He landed the top job at Brown & Root in 1990, taking responsibility for the group's operations in the UK, Europe, Africa and the former Soviet Union. He has worked for the group for 23 years.

The company has also announced that non-executive director Sir David Walker



Hugh Donaldson (above), general manager of corporate resources at drugs company Zeneca, is to become group chief executive of Holliday Chemical Holdings as from January 1.

The appointment means a split in the roles of the company's founder, chairman and chief executive, Michael Peagram. He will continue as executive chairman. Donaldson, 62, is going back to his roots; he joined ICI as a plant engineer in 1964, and rose to become a director of the speciality chemicals business and finally general manager, personnel, one of only four general managers in the company.

He was the only one of the four to switch to Zeneca when it demerged from ICI last year.

■ NATIONAL POWER yesterday announced the first of what will be a growing list of board changes as the bulk of its executive directors move

BUSINESSES FOR SALE



Enirisorse

INVITATION TO BID FOR THE PURCHASE OF

Two secondary metallurgy plants producing lead, brass and bronze

Enirisorse S.p.A. metallurgical, mining and coal sub-holding of ENI S.p.A., with headquarters in Rome, Piazza Cerva 7, registered at the Rome Court Chancery Registry of Companies at no. 7458/92, share capital of Italian lira 300 billion of which paid lira 151,426,290,000, intends to receive and screen bids for the sale to a single party of its secondary metallurgy division including two plants located in PADERNO DUGNANO (north of Milan) and MARCIANISE (north of Naples).

Enirisorse S.p.A. is willing to screen bids either for both plants, or for each single facility.

The Paderno Dugnano plant produces secondary lead and lead alloy, brass and bronze. The Marciianise plant produces secondary lead and lead alloy. Enirisorse S.p.A. is the recognised leader in the Italian lead, brass and bronze markets. Aggregate turnover for the two plants was lira 121 billion in 1993.

Enirisorse S.p.A. has named Bain, Cuneo e Associati as advisor for the present transaction. Interested parties are kindly requested to send written request (fax accepted) for a copy of an information memorandum concerning the business to:

Bain, Cuneo e Associati
Via Crocefisso, 10 - 20122 Milan
Phone 39-2-58288268 - Fax 39-2-58288276
Mr. Luca Di Giacomo, Ref. ERS

The information memorandum will be sent to companies the legal representative of which has signed and returned to Bain, Cuneo e Associati, no later than December 5, 1994 an agreement of confidentiality, together with a description of the business and the reasons for present investment. Intermediaries of whatever kind must disclose the identity of any party they represent.

The present announcement is an invitation to bid and does not represent a public offer (art. 1336 of Italian Civil Law Code). Neither the present invitation nor the receipt of any offer will create to Enirisorse S.p.A. any obligation or commitment to sell to any bidder, nor give any bidder any right or claim whatsoever on or against Enirisorse S.p.A. or its advisors, including payment of brokerage or consulting fees.

The Italian text of the present invitation will have priority over any other version published in other languages in newspapers outside Italy. The present invitation and the sale procedure are subject to Italian Law (Rome Court).

Appear in the
Financial Times on Tuesdays, Fridays and Saturdays.

For further information or to advertise in this section please contact

Karl Loynton on +44 71 873 4780
or Melanie Miles on +44 71 873 3308

FINANCIAL TIMES

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Fax: 818-584-1248
Internet: sa304@aol.com

WEBER INSOLVENCY

Capel No. 872699 on 16th December 1994 at 12:00 pm, the Law Court of Naples sells complex called Weber Hotel, 118, Marina Piccola St., Capri, in front of Judge Perpetuo. The complex is on 5010 sq.m. of grounds and buildings. It consists of 53 rooms and one suite of 60 sq.m. provided with all accessories in working order. A swimming pool - already designed - might also be realized. All is better described and specified in the technical consultancy report deposited at the Chancery. Opening Price: Lit. 15,500,000,000 deposit 60%.

Information Chancery or Official Receiver Lawyer Massimo Di Laro
Telephone Numbers +39/81/661929 - 761977 Fax +39/81/7612026

SALE OF MANDEVILLE MEDICINES, STOKE MANDEVILLE HOSPITAL, AYLESBURY

The Authority seeks expressions of interest from suitably qualified organisations to acquire the business of Mandeville Medicines with effect from 1 April 1995.

Mandeville Medicines is a pharmaceutical manufacturing and repackaging organisation, which provides pharmaceutical 'specials' for a range of customers both within the NHS and private sector, including a clinical trials supply service to the Pharmaceutical Industry.

The Unit currently holds a 'Manufacturers Specials Licence' issued by the Department of Health.

Employing 11 staff, Mandeville Medicines has a current annual turnover in excess of £350,000, and operates from purpose-built premises on lease within the grounds of Stoke Mandeville Hospital NHS Trust in Aylesbury, Buckinghamshire.

The Authority invites expressions of interest from parties, and based on the subsequent information supplied, will invite selected organisations to submit tenders for the business of Mandeville Medicines.

Expressions of interest should be made by noon Friday 2nd December in writing to Mr J Barlow, Purchasing Manager (Technical Services), NHS Supplies Authority (South & West Division), Ham Green House, Pill, Nr Bristol BS20 0LH.

ANGLIA & OXFORD
REGIONAL HEALTH
AUTHORITY

NHS
Executive

Beckenham Ductwork Limited (In Receivership)

The Receivers of Beckenham Ductwork Limited, the main trading company of The Beckenham Group Plc, a leading UK specialist supplier of ductwork, invite offers to purchase the business and assets of Beckenham Ductwork Limited, comprising:

- Operating business - design, manufacture, and installation of ductwork, trading as:
- J. Gardner Environmental Services
- Mahill Environmental Services
- Fernwork Environmental Services

- Turnover for 10 months to 31 August 1994 - £15m approx.

- Manufacturing facilities at Beckenham, Kent and Stourbridge, West Midlands
- Approximately 200 employees

For further information please contact the joint administrative receivers:
MD Gercke or PN Spratt at Price Waterhouse, 55-57 High Street, Redhill RH1 1RX.
Tel: 0737 766300. Fax: 0737 779542.

Price Waterhouse

Price Waterhouse is authorized by the Institute of Chartered Accountants in England and Wales to carry on investment business.



State Holding Company

MODIFICATION OF THE BID

The Állami Vagyongkezelő Részvénytársaság (Hungarian State Holding Company) modifies the terms of payment of the invitation for a one-round open tender for the sale of the state owned shares of Hirtelkiadó Kiadói és Hirdetési Részvénytársaság (Hirtelkiadó Newspaper Publishing Enterprise Plc.) as follows:

"Minimum 75 percent of the purchase price shall be paid in cash and an E-credit of HUF 50,000,000 at the most can be used."

All the other conditions of the tender remain unchanged."

FOR SALE

FRESH PASTA CO.
NO DEBTS. TURN. £400,000
20% NET MAR.
PRICE £330,000 O.N.O. INC. ASSETS

Write to Box 83548, Financial Times, One Southwark Bridge, London SE1 9HL

FOR SALE

Highly Profitable car bodyshop repair business operating from freehold premises located in North London. Substantial insurance company approvals held. Write Box: 83540, Financial Times, One Southwark Bridge, London SE1 9HL.

D Huglin (London) Ltd.

The Joint Administrative Receivers, Timothy John Beer and Philip Ramsbottom, offer for sale the business and assets of the above company as a going concern. The company is a wholesaler of carpets, with a large customer base, including mail order catalogues throughout most of the United Kingdom and Republic of Ireland.

Salient features include:

- Turnover for year ended 31 December 1993, £8.0 million.
- Loyal customer base.
- Own distribution facility.
- State of the art computer and cutting machinery.
- Freehold premises, incorporating warehouse and offices and a small cash & carry outlet.

For further information contact the Joint Administrative Receiver, Timothy John Beer, KPMG Peat Marwick, Richmond House, 1 Rumbold Place, Liverpool L3 9QY. Tel: 051 236 5052. Fax: 051 236 1882.

KPMG

ISOFLAM LIMITED

The directors offer for sale the business and assets of this fire resistant composite panel manufacturer

- ◆ Fully developed product
- ◆ Advanced phenolic foam technology
- ◆ Environmentally friendly
- ◆ Blue Chip customers
- ◆ Skilled workforce
- ◆ Potential immediate UK turnover c.£2 million
- ◆ Ability to sell licences world wide

For further information please contact Vivian Bairstow

ROBSON RHODES

RSM

Chartered Accountants

186 City Road, London EC1V 2NU
Telephone: 071-865 2293/2653 Fax: 071-253 4629
Telex: 885734

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The Joint Administrative Receivers offer for sale the business and assets of

TOGGLE INDUSTRIES (UK) LTD

Manufacturers of GRP doors, airport furniture and other related GRP products.

- ★ Market leader.
- ★ Large forward order book (£560,000).
- ★ Turnover £1.2 million.
- ★ Long leasehold at Newhaven, East Sussex.
- ★ Skilled and experienced workforce.

For details, contact Peter Yeldin or Anthony Murphy on 071-637 5377 at the offices of Smith & Williamson, No.1 Rading House Street, London W1A 3AS. Fax: 071-323 5683.

Smith & Williamson Chartered Accountants Registered to carry on audit work and authorised to carry on investment business by the Institute of Chartered Accountants in England and Wales

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GREEK EXPORTS S.A.

(Founded & Owned by ETBA S.A.)

SECOND REPEAT PUBLIC AUCTION FOR THE HIGHEST BIDDER FOR THE SALE OF THE ASSETS OF GENERAL INDUSTRIAL ENTERPRISES - VEPOL S.A.

GREEK EXPORTS S.A., established in Athens and legally represented, in its capacity as liquidator of GENERAL INDUSTRIAL ENTERPRISES - VEPOL S.A. following Decision No.7820/1992 of the Athens Court of Appeal, and in accordance with article 46a of Law 1892/90, as supplemented by article 14 of Law 2001/91 and complemented by article 53 of Law 2224/94.

ANNOUNCEMENT

a second repeat public auction for the highest bidder with sealed, binding offers for the sale, as a whole, of the assets of GENERAL INDUSTRIAL ENTERPRISES - VEPOL S.A. now under special liquidation.

Brief Description of the Company under Liquidation

VEPOL S.A., based in Athens, set up a factory in the Episkopi area of Naoussa in the province of Imathia (on the Verria-Edeessa National Road) for processing and manufacturing fruit and gardening products.

The factory is built on a plot of land 47,451 m² in area. Near it, there is another plot of land belonging to VEPOL S.A. 13,476 m² in area (the plots are separated by the paved road that leads to Episkopi).

The total area of the buildings owned by the company is 9,279m². The company's basic factory equipment includes: a) a tomato paste production line, b) processing lines for peas, cherries, strawberries, apricots etc. c) a complex for refining and concentrating tomato pulp, etc. It should be noted that the existing machinery was bought about 20 years ago and has remained inactive for many years. For this reason, part of the machinery is obsolete or has suffered serious wear as noted in the description of existing machinery which has been added to the Confidential Offering Memorandum.

TERMS OF THE ANNOUNCEMENT

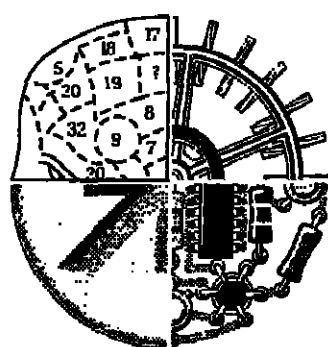
1. Prospective buyers are invited to receive from the Liquidator the Confidential Offering Memorandum and the draft Letter of Guarantee, in order to submit a sealed, binding offer to the Athens notary assigned to the public auction, Mrs. Andriani Dimitri Zaphetropoulou-Economopoulou (18 Voukouressiou St., 5th floor tel. +30-1-321.8249) up to 400 hours on Tuesday 13th December 1994. Bids should be submitted in person or by a legally authorised representative.
2. The bids will be opened by the above notary at 1200 hours on Wednesday 14th December in the presence of the Liquidator. Persons having submitted an offer within the prescribed time limit can also attend.
3. On a penalty of invalidity, bids must be accompanied by a letter of guarantee from a bank legally operating in Greece, valid up until its return to the prospective buyer, to the amount of fifty million drachmas (50,000,000) for VEPOL S.A.
4. The company's assets and all fixed and circulating elements that comprise them shall be sold and transferred "as is and where is" and, more specifically, in their actual and legal state and where they are on the day the sales contract is signed.
5. The Liquidator, VEPOL S.A. and VEPOL's creditors are not responsible for any legal or factual defects of the objects for sale and their rights, nor for any incomplete or inaccurate description of them in the Offering Memorandum.
6. Transfer expenses of the assets (VAT on the value of movables, notary fees, mortgage fees, etc.) are to be borne by the buyers.
7. Participation in the auction implies acceptance by the prospective buyers of all the terms contained in the announcement. For the rest, legal provisions by which the company is being liquidated are in force.

For the Offering Memorandum and any additional information of clarification interested parties should apply to:

- a) GREEK EXPORTS S.A., 17 Panepistimiou St., Athens, Greece, 1st Floor, tel. +30-1-324.3111-115 and
- b) ETBA S.A. Holdings Dept. 87 Syngrou Ave. Athens, Greece, 4th floor, tel. +30-1-924.2900/929.4611 & 929.4613.

TECHNOLOGY

Worth Watching - Vanessa Houlder



Material packs green punch

Jiffy Packaging, a UK company, has launched a paper packaging material as an environmentally acceptable alternative to plastic bubble wrapping.

Its Flextra product is a roll of paper with thousands of tiny slits, which takes up less storage room than conventional packaging materials. When it is stretched it becomes a three-dimensional honeycomb of hexagon-shaped holes, giving it cushioning properties.

Its ability to expand to 10 times its height and 20 per cent in area makes it suitable for filling voids, corners and gaps.

The manufacturers believe that the paper is an environmental advance on previous products because it is made from recycled fibres, is reusable, bio-degradable and can be recycled.

Jiffy Packaging: UK, tel 01606 331221; fax 01606 532634.

Europe's most innovative product

A competition to select Europe's most innovative IT products has been launched by the Information Technology Programme of the European Commission in conjunction with the European Council of Applied Sciences and Engineering.

The winners will be the three entries considered "the most innovative products with high IT content and evident market potential". Entries should have reached the prototype stage but should not have been on the market longer than six months. Submissions must be received by January 15 1995.

The 1995 Information Technology European Awards are open to companies, universities and institutions within the European Union and EFTA. The 20 finalists will each win Ecu 5,000 (£4,000); the three

winners will receive an additional Ecu 300,000.

ITPA/Euro-CASE Secretariat: France, tel 331 44 41 43 94; fax 331 44 41 44 04.

Aspirin is a plant's best medicine

Salicylic acid, the precursor of aspirin, has been found to play a central role in plants' ability to resist disease.

Scientists at Ciba-Geigy in the US and Switzerland conducted experiments on transgenic tobacco plants which found that an accumulation of salicylic acid is essential for the expression of plant disease resistance. The lack of salicylic acid hinders acquired resistance and makes the plant more susceptible to viral, fungal and bacterial infections.

According to the report in today's Science.

Ciba-Geigy: US, tel 919 541 8500.

Stolen bags called back to base

Anyone who has lost a bag or briefcase knows the frustration of losing valuable belongings and documents. New Perspective Technologies, a UK company, has launched an alarm device to counter bag theft.

The Stentor Proximity Alarm consists of a transmitter, which is placed inside a case or bag and a receiver, which is kept in the user's pocket or on a belt. If the case or bag is removed from the owner, the person is alerted.

New Perspective Technologies: UK, tel 071 594 7666; fax 071 594 7456.

Extreme conditions measure up

A range of probes capable of measuring temperature in extreme conditions such as those inside a nuclear reactor have been developed by Celeris de Lens, a French company.

The probes consist of thermocouples which are tightly packed with a mineral insulator such as magnesia or alumina inside a metal sheath. The insulator protects the thermocouples from chemical attack, while its density and thermal conductivity allow the same response times as a bare wire of the same diameter.

Celeris de Lens: France, tel 3327671111; fax 332768077.

An engineer opens the engine bay door of the aircraft, positions a trailer under the engine bay, jacks it up and removes the bolts securing the engine. He then connects the engine to the trailer, lowers it and removes it for servicing. It is the same routine as usual, involving the same steps and taking the same time as usual. The difference is that the tools are computer-generated, the engineer is wearing a headset and the exercise is being conducted in a virtual world.

This is an application of virtual reality, a form of three-dimensional computer graphics which allows users to feel as though they are looking at a graphic, and interacting with it, from the inside. As the user manipulates the system, using a device such as a mouse, glove or spaceball, the software updates the image and transfers this new view of the virtual world back to the user through a display.

This aircraft engineer's encounter with virtual reality is part of the design process at McDonnell Douglas, the US aerospace company. It bought the system in September from Division, a UK-based supplier, on the basis that it would involve "fewer mock-ups and prototypes, earlier design testing and reduced costs".

Examples such as this show that virtual reality is beginning to make inroads in business, although its image is still heavily dominated by its applications in games and entertainment. "Overcoming the preconception of management that VR is about hype and entertainment" remains a significant challenge, according to Pierre duPont, marketing director of Division.

The business market for virtual reality currently accounts for just \$4.1m (£2.5m) of the \$115.8m total market, according to 4th Wave, a US consultancy. It is expected to grow strongly. By 1998 it expects the business market to account for \$95m of a total market worth \$589.9m. Research and development applications are expected to grow from \$40.3m to \$64.1m in the same period.

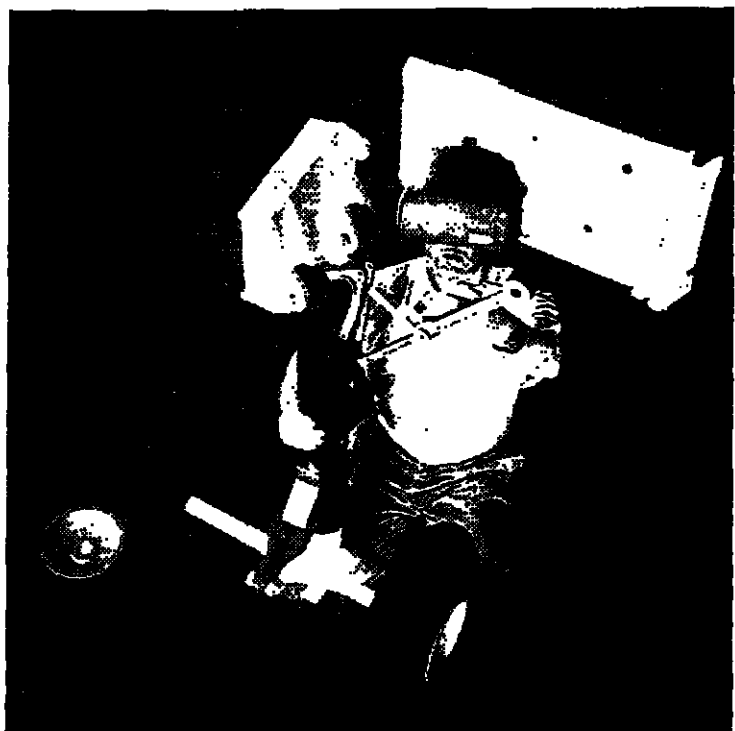
Even now, the variety of business users and applications is extensive. Examples range from EDF, a French nuclear power operator, which uses virtual reality to help engineers plan maintenance programmes that expose them to minimum radiation, to Wall Street where Maxus Systems International, a financial consultancy, has designed a system that allows traders to represent financial information visually by using symbols that float on a virtual plane.

Most business uses of virtual reality fall into three categories: marketing, design and training.

Just over \$2m is currently being spent on marketing applications of

Commercial applications of virtual reality are growing rapidly, says Vanessa Houlder

Virtually in business



Seeing is believing: advanced engineering design and prototyping in virtual reality

virtual reality, according to 4th Wave. A notable user is Matsushita, the Japanese interior design company. In its Tokyo showroom, customers can view a combination of any of the 50,000 items in its catalogue by putting on a headset and taking a virtual tour of a house in which they are installed. The cost of the equipment, at more than £250,000, might inhibit other retailers from following their lead. However, the company is considering rolling out the project to its other shops using a cheaper, PC-based system.

Similar equipment is also used in the UK, where British Gas has

installed a virtual reality system (which uses a monitor rather than a headset) to demonstrate kitchen designs in its Coventry showroom. Design is another application that makes good use of virtual reality's convincing simulation of products.

One of the most innovative uses of the concept has been in drug design, where Glaxo and the University of York are working on a £600,000 three-year project with funding assistance by Division, the UK's Department of Trade and Industry and the Science and Engineering Research Council.

The goal of the project is to allow chemists to manipulate molecules

Virtual reality is proving useful in training people to cope with complex situations

Virtual reality is proving useful in training people to cope with complex situations, such as in a fire. The UK's Fire Service College uses virtual reality for training because it provides a visual explanation of the complex mathematical theories that underpin fire engineering. The software designed by Superscape, a UK-quoted virtual reality company, allows trainees to see what happens to a fire in changing conditions, such as when doors are opened or shut.

using virtual reality, allowing them to get a tangible sense of how they interact. Glaxo says that although "the jury is still out" on how well the system will work in practice, the concept has proved itself.

Within the field of industrial design, virtual reality may be adopted relatively easily, since it is a variation on widely used computer-aided design.

When CADCentre, a Cambridge-based computer-aided design business, launched Review Reality, a virtual reality software product for designers of process plant, recently, it was depicted as the latest in a line of products that allow engineers to visualise their design database.

Review Reality presents petrochemical installations and offshore platforms as life-like computer models, generated in real time. George Osborne, an engineering general manager of Kvaerner H&G, the Norwegian shipbuilding group, is enthusiastic. "It is highly desirable because it is more life-like," he says.

For complex equipment such as plants and rigs, the uses of virtual reality go beyond design. Simulated models can also be pressed into use for activities such as safety assessments and training.

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Applications are likely to expand further as virtual reality systems become less expensive to install. Since virtual reality depends on high-performance computing power, the hardware can cost £250,000 to create top-quality graphics.

For many users who find the quality of the image from a PC-based system acceptable, the costs can be much lower. For example, IBM, together with Virtuality, a UK virtual reality company, is about to begin marketing a virtual reality development system costing between £5,600 and £55,000.

Prices are likely to fall further. "We want to make it accessible to more people by bringing the costs down," says Jon Waldern, managing director of Virtuality.

As with many new technologies, many potential customers will be tempted to wait until the price of virtual reality equipment falls and performance improves. But as cost becomes less of a deterrent, virtual reality looks set to become widely adopted as a practical tool.

Cleaner nooks and crannies

In Edwardian England, the streets were swept clean by the likes of Eliza Doolittle's father. In modern-day Japan, the job is done by large trucks equipped with water hoses and brushes that roam the streets at night.

But for the nooks and crannies which the heavy-duty cleaner trucks miss, Banzai, a Japanese manufacturer of automobile and leisure equipment maintenance machinery, has produced a powerful vacuum cleaner for use on the streets.

The Field Vacuum Cleaner has suction strength of 12cm per minute. It sucks up everything from dead leaves to empty bottles, cans, water and sludge. It reaches under park benches and into corners of pavements and removes mud from the gutters.

The company started exporting the cleaner to France three years ago, where it is used to clean the debris stuck in the grooves of railway tracks, and to clear dog mess from the pavements of Paris.

The company started to sell in Japan after sales in France took off, and Banzai says it is now selling around 60 machines a month.

Buyers in Japan include companies that clean parks and office blocks, while golf driving ranges and tennis courts use it to retrieve players' balls. The 70kg machine runs on a gasoline engine. The 3m hose, which weighs 3kg to 4kg, is supported by a rod extending from the cleaner. The refuse box inside the cleaner, which holds 120 litres, detaches from the machine for emptying.

Banzai warns that while the machine is suitable for cleaning small areas that are hard to reach, it is inadequate for efficient vacuuming of wide surfaces.

In Japan, the cleaner costs ¥780,000 (£4,936).

Emiko Terazono

MANAGEMENT

A word in Tony's ear

Kevin Brown offers tips on how to influence Britain's Labour party

So you want to lobby the Labour party? You are not alone. With Labour nearly 30 percentage points ahead of the Tories in most opinion polls, businessmen have been queuing up to talk to the people many expect to form the next government.

It was not always like that. Michael Heseltine, quick to spot an opposition weak point, raised a big laugh only a couple of years ago by poking fun at Labour's attempts to make business converts by dining in boardrooms - the so-called prawn cocktail offensive.

"Never have so many crustaceans died in vain," Heseltine told the Commons in a hilarious skit on the campaigning efforts of the late John Smith, then shadow chancellor, and Margaret Beckett, his deputy.

The jibe prompted Tony cheers - and not a few wry grins from Labour MPs - because of the widespread view that any hope of cordial relations between the party of trade unions and its class enemy was a joke.

But Labour is having the last laugh. The charm offensive launched by Smith was continued when he replaced Neil Kinnock as leader after the 1992 election, and put into overdrive when Tony Blair took over in the summer.

Even Robin Cook, one of the more traditionally minded of Labour's leading figures, undertook a protracted tour of Britain to consult small business - an undertaking inevitably dubbed Labour's Cook's tour by Commons wags.

"For a long time in the 1980s Labour had very little to do with business; frankly, they thought we had two heads, and that was what the prawn cocktail offensive was designed to overcome," says a senior Labour official.

"Things have changed a lot recently, partly because people now see us as serious contenders for government, and partly because of the perception that the party under Tony's leadership is more interested in a healthy business sector."

Roland Wales, director of policy development at Labour's London headquarters, says the party welcomes the increasing number of

approaches from business because "it is in our interests for our policies to be well thought out".

But it is important to go about it in the right way. So here are some tips for those who spent the 1980s ignoring the people's party but now want to make their voice heard.

● Don't bother with lobbying companies. Kinnock's office had an iron rule of never dealing with them. Blair's Labour party is more flexible, but the lobbyists will probably be wasting your time and money.

Senior officials say that most businessmen will probably be given lower-level access through a lobbyist than through a direct approach. But consultants can be useful to businessmen who don't know how the party works.

Charles Clarke, who worked for Kinnock and now runs Quality Public Affairs in London, advises clients seeking to influence Labour to steer well clear of the mushrooming lobbying industry. "A lot of people are fobbed off by lobbyists with cocktail party contacts, which are usually a waste of time. You have to make your case, and you have to make sure you are making it to the right people," he says.

● Don't make unsolicited personal approaches, especially to people's homes. "Once or twice we have had people who come to the front door

and demand to see us, which is not a terribly helpful way to go about it," says Wales.

● Never offer inducements (although a slap-up meal will not be refused). Labour frontbenchers and officials believe they have the government on the run in the sleaze battle. They want to be in government too much to risk doing anything questionable

and demand to see us, which is not a terribly helpful way to go about it," says Wales.

● Make your initial contact in writing. Labour is short of resources, so don't expect a lengthy reply, but shadow ministers and officials say they respond to all their letters eventually - and they will meet you if you have something worthwhile to say.

● Do make sure you have worked out clearly what your concerns are, and that your arguments are cogently explained. Many business people apparently think their views are self-evidently correct, especially if they usually talk only to Tories.

And finally, do make sure that a senior executive makes the approach. Socialists are like everyone else, they like to have their egos massaged.



Is Tony Blair for turning? Sometimes it may be better not going to the top

the best will be via the party headquarters policy unit or the shadow minister who speaks for Labour on your subject.

But Labour also has a standing Industry Forum specifically designed to foster contacts with business. And there are usually a number of consultation exercises going on - the current crop includes health, the economy and crime.

There are also some very influential MPs in apparently junior positions. Formally, for example, Peter Mandelson, the MP for Hartlepool, is a mere junior whip. But he is also an intimate confidant of Blair, with far more influence than most members of the shadow cabinet.

● Do remember the regional approach. If you are based in Scotland, try approaching George Robertson, shadow Scottish secretary; from Wales try Ron Davies, shadow Welsh secretary; from Northern Ireland try Mo Mowlam, shadow Ulster secretary. London has its own shadow cabinet spokesman - Frank Dobson, who also handles transport.

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CHRISTOPHER LORENZ

The difficult art of skills transfer



Why did General Motors flounder so badly in the US throughout the 1980s, while its European offshoots prospered mightily? Only in 1991, when the parent company was about to hit the crash barrier, did it start to learn managerial lessons from Europe.

They included the need to import Opel's notorious cost-cutting, José Ignacio López de Arriortúa - who after a few instructive months defected noisily to Volkswagen.

Why has Ford suffered from a mirror-image of the same problem? The US parent company revitalised itself a decade ago through a string of far-reaching changes - including the introduction of teamwork and total quality - but its European arm adapted far less successfully, and has performed in lacklustre fashion as a result.

The reasons are not peculiar to the motor industry. Nor are they simply explained by geography - that is, the thousands of miles that hamper effective communication between locations such as Detroit and Germany, even in this electronic age.

Instead, the causes are generic. They afflict almost every large organisation, not only those with a far-flung network of units, but also those with a diverse range of businesses in the same country. Even similar units on the same site can be affected.

The problem is that the transfer of skills and practice between businesses within a company is far trickier than most people realise. In some respects, thanks to the glamour of competitive benchmarking, it is harder than learning lessons from outside.

This is not merely a matter of the ubiquitous "not invented here" syndrome interfering with internal organisational learning, although that does always create a powerful barrier. There is far more at fault: poor understanding of what really constitutes "world class" practice; head offices that have no idea how to encourage the transfer of skills between their business units; and a long list of other value-destroying problems.

Many of them have been investigated in unusual depth in a two-year study of "intra-firm transfer of best practice" carried out by Gabriel Szulanski, a researcher at Insead, a leading European business school. His report will shortly be published by an arm of the American Productivity & Quality Centre.

The study finally dispels the widespread myth that companies can breed best practice just by designating internal "centres of excellence" for particular skills and know-how, and then letting them disseminate it to eager internal customers.

Szulanski examined 122 transfers of 38 technical and managerial practices in a range of US and European companies including AT&T Paradyne, BP, Chevron, EDS, Rank Xerox, Sprint and Banc

Head offices must tread a knife-edge between inadequate involvement and over-interference

One, an Ohio group known for its transfer mechanisms. In descending order of difficulty, the following problems emerged:

● Inadequate "absorptive capacity" on the part of the recipient unit. Szulanski uses this term to describe its ability to identify and implement the practices in question.

● Inadequate understanding of the practice, either on the part of the recipient unit or of the provider. Detailed operating procedures for the practice may not be available, and the skills and resources needed to perform it successfully may not be listed properly.

● The quality of the relationship between the two units in any transfer. One or both of them may not be keen to collaborate, and to assign good personnel to the project. Even if they are enthusiastic, communication may not be well-established or easy.

● The recipient unit may be considered unreliable by the provider. ● The provider may lose its initial enthusiasm because it has to

carry too much of the financial burden.

Another finding was that it took an average of 27 months for a unit or company to recognise the existence of an opportunity to transfer best practice, and another nine to implement the transfer.

Coming from a bunch of supposedly leading companies, this is a pretty sorry catalogue.

Puzzlingly, the study pays only scant attention to one of the most important factors in the transfer of best practice: the parent company's effectiveness in fostering it.

Szulanski calls this the "organisational context" within which transfers occur, or fail to. He finds that those "mandated" by the organisation are less difficult than optional transfers, but that neither are as successful as "strongly suggested" and spontaneous ones.

This conclusion begs a series of important questions about the role of head office. They are covered much more fully, under the jargonistic title of "Linkage Influence", in *Corporate Level Strategy*, a new book reviewed on this page on October 5.

Among other examples, it cites Banc One's use of an unusually detailed monthly reporting system to pressurise all its affiliates to gauge their performance against other units, and to identify good exponents of the practices that they need to introduce or improve.

But such centralised procedures can have their downside. The book warns that managers in some companies admit they deliberately conceal potential transfer opportunities for fear of losing control to some centralised procedure.

One executive is quoted as saying: "I would always prefer to deal with an outsider because you don't have to watch your back on the political issues."

That was part of the sad reality at GM and Ford in the 1980s, as it still is in most companies. It means head offices must tread a knife-edge between inadequate involvement and over-interference. Both Detroit giants are now striving to do just that.

*In Houston, Texas. Fax 713-681-531.
**By Gould, Campbell and Alexander. Wiley \$34.95/£24.95.

It's not theatre, sir, it's an opera

Director Richard Eyre is making his debut at Covent Garden next Friday

My late and much lamented near-namesake, Ronald Eyre, used to say that directing opera was like inflating a plastic elephant. Before I started to direct my first opera I thought I knew what he meant, and I thought I agreed with him.

I once did a show with Ken Campbell which did indeed require the inflation of a plastic elephant: it was tossed out into the auditorium at the end of the show and bounced about by the audience above their heads. It was a brief gesture, which required a disproportionate amount of effort on the part of the elephant's minder, Mavis. She started mid-morning repairing the small tears from the previous night's exertions with a bicycle repair outfit. She then plugged the beast into an air-compressor and waited patiently for the plastic pachyderm to achieve its majestic, fully inflated form, only to see it deflate, devoid of dignity, during its nightly appearance - a process, at least for

Ron, remarkably similar to directing an opera.

I have always had powerful prejudices against opera. Stuck for a conversational diversion, I once asked Princess Margaret - a noted (or notorious) balletomane - if she liked opera. "Can't stand it. A lot of frightfully boring people standing still and yelling." Blunt perhaps, but not a universe away from my own feelings at the time.

Being marinated in the art of theatre, and nourished by an aesthetic of "truthfulness" - however relative, and however pretentious - I was unsympathetic until recently to a medium which transparently is not concerned with holding the mirror up to nature. Opera seemed to me to depend on the audience's acceptance of an elaborate conceit.

The motor of "music theatre" is music rather than theatre, and the making of music seemed to me to have little in common with the making of theatre. Music does not have to have a point; that is its point, the music. With good music, as Andean says, you have only to listen to it, and be grateful. Theatre, on the other hand, prospers, or labours, under the despotism of logic: it maintains a stubborn dependence on plot, which in many operas delights in its obscurity and revels in its resistance to common sense. And if its plots often appear absurd, its passions often seem either histrionic or pathetic.

I was uneasy about an entertainment which employed so many people to achieve its effects, and could be as unwieldy as an aircraft carrier.

I was uneasy too (and remain so) about the cost, swollen not only by the numbers involved, but by the need to submit to fees dictated by the international market. And to be honest, I have been put off opera not so much by the activity itself, as by the personality of some of its propagandists - the fans, the enthusiasts who criticise and catalogue every performance with the joyless pedantry of armchair cricketers pouring over their Wisdens.

However, I've become a convert. It is still unlikely that you will find me in future years in the Crush Bar extolling the virtues of Otto Schwenke's Leporello, castigating Helga Haagen Dazs' Marschallin, and minutely examining the flaws in Guido Gamforal's Ring, but I have lost my heart to at least half a

dozen works, not all of them by Mozart or Verdi.

I have come to accept that opera is a world like any other, like the theatre, opera has its own partiality, its own criteria, its own forum of truth and of excellence, no less exacting, and no less rare than in the theatre. I have recognised that I have earned Matisse's rebuke to the woman who complained that an arm in a painting of his was out of proportion to the body: "It's not an arm, madam, it's a picture." Opera is its own thing and it is as fruitless to blame it for not being like theatre as it is to blame theatre for not being like opera.

My conversion has occurred through the sorcery of Sir George Solti, who, after a flirtation with

me over *Faust* in Salzburg, lured me into directing *La Traviata* at Covent Garden. "I have never conducted *Traviata*, you have never produced it together we will make our first *Traviata*." I have not regretted it, and I will never tire of watching him at work with the orchestra and singers - punching the air, on his toes like a boxing trainer, singing and shouting like a muezzin. "Play this forte," he crowed to the cellos. "Break your wrists and break my heart." I enjoy as much as I can the meaning or value of a note, a word, a gesture; it is an obvious and extraordinary pleasure to work with a great conductor, but it is as rare and as important to work with a great collaborator.

"It's too early to jubilate about this enterprise," Solti has said to me. I can jubilate privately that my prejudices against opera have been cast off and my worst expectations have been defied: instead of a soprano the size of a Wessex saddleback, I work with one who has a large and beautiful voice and a waist the size of a teacup, the tenor has a modest ego and a voice as unforced as a mountain stream, the chorus are cooperative and inventive, and rehearsals have been free of operatic (or theatrical) tantrums.

In one sense Ron was right: there is something of the elephant about opera - an awesomely large, sometimes cumbersome, and sometimes heart-stoppingly beautiful animal. But there is far too much poetry about it to be rendered in plastic, and directing it does not seem like pumping up an inflatable, however much huffing and puffing it involves. It is much more unpredictable than that: like getting an elephant to dance on a tightrope. Oh yes, and sing too.



Portia (left). This is not just another terrible staging: it is like staring into a nightmare of the future

Theatre/Alastair Macaulay

Peter Sellars's 'Merchant of Venice'

It was to be predicted that Sellars's staging of *The Merchant of Venice* would prove slow, post-modern, agenda-ridden, Americanophobic, heavy-handed, poorly performed, insensitive, unShakespearean, and unoriginal; and so it proved. (About one-fifth of the audience left at the interval.) But - unlike, say, the Düsseldorf *Romeo and Juliet* - this is not merely another terrible staging. Watching the Sellars *Merchant* is like staring into a nightmare of the future.

You may not be surprised to hear that his Venice is Californian, and his Shylock black. Or that, in the trial-scene speech on "purchas'd slaves", Shylock intones the single phrase "Let them be free!" three times (Shylock as Martin Luther King - natch) - while videos show us President Bush apparently urging on the cops to smash Black Power demonstrations.

As usual, Sellars is handing works of art to suit his own unyielding agenda: i.e. to broadcast his own p.c. guilt at white supremacy, and to express his own convictions that the Americanisation of

world culture is destructive.

The problem, it must be stressed, is not Sellars's agenda but the dull crudity with which he bashes it home. He works not as an artist but as a demagogue. (The notion that Shylock is more sinned against than sinning - scarcely new - was central to David Thacker's recent BBC production.) It is interesting that - as in Jude Kelly's haunting West Yorkshire Playhouse staging in March - Sellars maximises the homosexuality of the Antonio-Bassanio relationship, and underlines the angst that afflicts Portia when she realises what she has married into. And he takes some of them further. But, whereas Kelly's emotional drama was as taut as a thriller, Sellars makes it moribund.

As always, his conception of character is one-dimensional. As always, he seems to dislike virtually every character onstage. Antonio is the worst villain, of course, being chief capitalist manipulator. But Portia is lachrymose from start to end. (When she and Nerissa snap into a bit of rap as they prepare to don men's clothes, it is a mere shtick, true to nothing in her character elsewhere.) Shylock is a solemn,

orthodox bore, and at his dullest when (twice) he breaks down about Jessica's defection. "Hath not a Jew eyes?" is delivered straight to the video-camera, and relayed on the 15 screens dotted around the stage and auditorium; very measured, it sounds like something Shylock had said a million times before.

Nothing here is spontaneous. Sellars keeps making speeches sound deliberately phoney. Antonio's friends and Portia's suitors are image-conscious, forever addressing video monitors. Salerio, Solanio and others keep turning into TV reporters. Sellars is, presumably, making points here about the terrible way in which modern living is indeed being geared for perpetual broadcast. (A few of them are funny, as when Salerio-Solanio do one that scene like a creepy pair of breakfast-TV hosts.) But, since he has all his actors speak with microphones heavily amplifying almost everything, so that they sound broadcast-oriented and pre-recorded, he commits the sin he satirises. Meanwhile, the immediacy of poor Shakespeare's lines is wholly

ignored. Live theatre has never felt less live than in Sellars's hands.

Yet the fact that Sellars has zero sense of Shakespeare is, in this context, a minor felony. He is, after all, only treating the Bard the same way that he has been treating Aeschylus, Handel, Mozart, et al. No, Sellars's main crimes are not against artistic text but against human spirit. The dreary inflexibility of each stage character, the deliberate lack of spontaneity in his world, the relentless wise-guy irony of his every production, the appalling need to twist ambiguous texts to make monotonously white-guilt and Americanophobic points: these factors are symptomatic of the worst tendencies of our increasingly politically-correct and post-modern era. They express a kind of modern cultural Stalinism that - though it intends merely to oppose the worst of Eurocentric traditions - is actually hostile to civilised values. I do not exaggerate when I say the following: to watch Sellars's work, like that of the choreographer William Forsythe, is to feel that the next dark age is already upon us.

Barbican Theatre until Saturday.

'Saison Russe' in Paris

An important *Saison Russe* (shades of Diaghilev in 1909) has started in Paris. The opera and ballet troupes from the Mariinsky/Kirov Theatre, complete with orchestra, are installed at the Théâtre des Champs Elysées until the end of December, and will make intermittent forays into the region.

The opera repertoire is significant: *Sadko*; *The Invisible City of Kitezh*; *The Queen of Spades*; *Khamzat*; *Chimera*. The three ballet offerings are less impressive, though none has before been shown in the west by the Kirov. I saw the old (1934) *Fountain of Bakhchisaray* and a new (1993) *Coppélia*; the remaining item, Vainonen's version of *The Nutcracker*, turns up in December.

Fountain of Bakhchisaray is an intriguing example of Soviet ballet because it was made when creative artists were shackled by Stalinist aesthetics and the theory of "socialist realism", where art for the people valued political correctness above all else. *Bakhchisaray*'s theme was "correct" because taken from Pushkin. Tartar horde ravages Polish manor house, and kills everyone save the fair Maria, who is lusted after by their Khan Guirey. End of Act 1. Act 2 is set in Guirey's harem where his chief mistress, Zarema, takes on alarmingly at the arrival of Maria, who shrinks from every Tartar suggestion. In Act 3, Zarema kills Maria in a fit of jealousy. She, in turn, is tossed from the castle walls. Guirey mopes, and has a fountain installed to remind him of events - a happy combination of sentiment and sanitation.

The ballet has been popular since its first performance, when Ulanova was the exquisite Maria. Rostislav Zakharov's choreography and Boris Asafiev's music were of their time

and, not surprisingly, unadventurous. The Bolshoi brought the ballet to London in 1956, and it was memorably danced by Struchkova and Velta Vihtin as Maria and Zarema - the roles are matched in much the same way as Nikita and Gamsatti in *La Bayadère* - and by a tremendous collection of men as Tartars, led by the magnificent Alexander Laparev. The Bolshoi's style then - dramatically weighty, intense in meaning as in dynamics - exactly suited Zakharov's dances, which smacked of the silent cinema but were effective for all that.

The Kirov's account, looking cramped on the Champs Elysées

Clement Crisp reviews the Kirov Ballet's 'Bakhchisaray' and 'Coppélia'

stage, was unconvincing. The Polish dances were daintily trodden on the spot, and neither Julia Mikhailina as Maria nor Viktor Baranov as her fiancé Vlasov, were anything but visitors to their roles. The subsequent acts, which look like fuzzy memories of *Scheherazade* for the harem and *Bayadère* for the confrontation between Maria and Zarema, went for little. It was the Zarema of Sylvie Guillem, a guest with the Kirov, who provided the glamour and sheer physical drive that can make the piece credible. Zarema was one of Plietetskaya's great roles, which suggests something of its potential. Mille Guillem indulged herself, and gave resonance to the part.

The music is timeless and efficient, but thin. The staging looked no less

thin (the original designs, with Bakstian moments, by Vera Khodashevich are still used) and the burning of the manor at the end of the first act, which made us gasp in 1956, is now as uninteresting as the Polish dances which precede it. The way of preserving these old but significant pieces is something which Russian ballet will have to consider very seriously. This touring version is an unworthy lightweight.

About the *Coppélia*, given in a new staging by Oleg Vinogradov, the ballet's director, I find it difficult to comment. In the right hands it is the most joyous ballet. It has been absent from the Mariinsky stage for 60 years, but the traditional Petersburg version exists in notation and memory. It is elegant as drama, touching, and above all, happy. Vinogradov's version is confused, consciousness - Delibes' perfect sense is Frankenstein, with bits chopped, re-positioned, and disfigured with one egregious interpolation - and cursed with choreography where manic vivacity is no substitute for heart, grace, wit, sense.

Many dancers rush about the stage in tasteless and complex costumes by Irina Press. Vinogradov - whose patron is St. Vitus - repeats his usual choreographic tricks of ceaseless and crude activity. The delightful Irina Shapchits is lost as Swanilda, and is required to behave like an apprentice termagant. Mikhail Zaslavsky is a featureless Franz, and he has a quartet of friends who dance well. Coppélus is Woody Woodpecker impersonating Voltaire. Delibes is made to sound glossy, brisk and unfeeling by the orchestra under Alexander Villumani. And that is exactly the way in which Vinogradov misinterprets and destroys this beautiful ballet.

Recital/John Allison

Sedipova: singled out for praise

The love affair between the Wigmore Hall public and its Russian singers gets ever more intense. On Wednesday there was a new object of adoration, the soprano Valentina Sedipova, making her London debut during the Maryinsky-Kirov Series.

Sedipova, one of the seemingly endless supply of young Russian sopranos making an impact in the west, is a leading member of the Kirov Opera. Reporting from St Petersburg in February, Max Lopert singled her out for praise after her alluring *Sue Princess in Sadko*. This recital confirmed those impressions: hers is a well-supported voice, powerful and full of colour throughout its range.

She sang a fascinating pro-

gramme that underlined the richness of Romantic Russian song. No less than seven composers were represented, including rarities by Sergey Taneyev, Alexander Grechaninov and Mikhail Ippolitov-Ivanov. Sedipova began, appropriately, with the "father of Russian music", Glinka: initial nervousness soon disappeared, and the soprano revealed herself in "To her" and "Bolero". She caught the languid atmosphere of Taneyev's "Through the ethereal haze" perfectly.

Three familiar Tchaikovsky songs were given fresh treatment by Sedipova and her idiomatic accompanist, Larissa Gergelva. The soprano scaled down her voice for the light "Serenade", and opened it out again for the bursting emotion of

"Whether the day reigns". In the encores Sedipova finally allowed her operatic voice to come out. Sanzuzza, Cio-Cio-San and Gioconda were brought to impassioned life in full-throated Italianate singing. We must hear her at Covent Garden.

■ The *Maryinsky-Kirov Series* is supported by the Regent Hotel (London) and British Airways (St Petersburg).

London Philharmonic

Tuesday's review of the London Philharmonic Orchestra's concert at the Festival Hall was wrongly headlined "Chung conducts the Philharmonia".

INTERNATIONAL ARTS GUIDE

EXHIBITIONS

AMSTERDAM
Van Gogh Museum Odilon Redon (1840-1916): 180 works exploring the artist's development, sources and influences. Ends Jan 15. Daily.
Stedelijk Museum Asger Jorn (1914-1973): retrospective of the Danish artist. Ends Nov 27. Daily.
Rijksmuseum Decorated Paper: a remarkable collection of marbled, chintz and brocade paper manufactured in and imported into the Low Countries from the early 17th century. Ends Feb 12. Closed Mon.
BARCELONA
Museu Picasso Picasso's Early Works: 220 drawings and paintings from the period 1890-1912. Ends Feb 12. Closed Mon (Carrer Montcada 15-19).
Museu Jij Geygenwerkstuk Gary Hill (b1957): a series of new installations and videos by the American artist. Ends Jan 29. Closed Mon.
BERLIN
Brücke Museum Early Kandinsky: a survey of a little-known period in

the German Expressionist's development. Ends Nov 27. Closed Tues.
Altes Museum Eldorado: pre-Columbian gold treasures from South America. Ends Jan 8. Closed Mon.
BRUSSELS
Musée d'Exposition Gainsborough to Ruskin - British Landscape Drawings and Watercolours from the Morgan Library. Constable, Turner and many other 18th and 19th century artists are represented in this exhibition of important works from the Pierpont Morgan Library in New York. Ends Jan 15. Closed Mon (rue Jean Van Volsem 71, tel 511 9084).
CHICAGO
Art Institute Karl Friedrich Schinkel (1781-1841): 100 drawings and prints by the influential German architect, on loan from public collections in Berlin. Ends Jan 2. Daily.
FRANKFURT
Jüdische Museum The Rothschilds: an evocation in painting of the 250-year history of the famous Jewish dynasty. Ends Feb 27.
Schirn Kunsthalle Nicholas de Stael (1914-55): retrospective of the Russian-born artist, documenting his intense but tragically brief career. Ends Nov 27. Daily.
THE HAGUE
Museum Stedelijk Paulus Potter's Animals: the first comprehensive exhibition of the work of Potter (1625-1664), the animal painter of the Golden Age in Netherlandish art. Ends Feb 5. Closed Mon.
HAMBURG
Kunsthalle Rembrandt and his Century: Netherlandish drawings

from the 17th century. Ends Jan 15. Closed Mon.
LONDON
National Gallery The Young Michelangelo. Ends Jan 15. Daily.
Tate Gallery James McNeill Whistler: the largest collection of the American-born artist's work since the memorial exhibitions held after his death in 1903. Ends Jan 8. Rebecca Horn: retrospective focusing on her extraordinary machines and installations (coinciding with another Horn show at the Serpentine Gallery). Ends Jan 8. Daily.
Hayward Gallery The Romantic Spirit in German Art 1790-1990. Ends Jan 8. Daily.
Royal Academy of Arts The Glory of Venice. Ends Dec 14. Italian Renaissance Book Illumination. Ends Jan 22. Daily.
Royal Festival Hall Käthe Kollwitz (1867-1945): a collection of the German artist's powerful and emotive prints. Ends Dec 4. Daily.
MADRID
Fundación Juan March Treasures of Japanese Art: 110 works from the 17th to 19th century, on loan from Tokyo's Fuji Art Museum. Ends Jan 22. Daily.
MANNHEIM
Kunsthalle Neue Sachlichkeit - Figurative Painting in the 1920s: a survey of the realistic artistic movement which developed in reaction to German Expressionism. Ends Jan 29 (with a companion show at the Wilhelm-Hack-Museum in Ludwigshafen). Closed Mon.
MANTUA
Palazzo Te Leon Battista Alberti: the first exhibition ever to be devoted to the Renaissance genius. Ends Dec 11. Closed Mon.

MUNICH
Kunsthalle der Hypo-Kulturstiftung Edvard Munch and Germany. Ends Nov 27. Daily.
Villa Stuck Tom Wesselmann: retrospective of the American Pop artist. Ends Jan 15. Closed Mon.
Haus der Kunst Roy Lichtenstein retrospective. Ends Jan 9. Closed Mon.
Lenbachhaus Tanzania: 400 masterworks of African sculpture. Ends Nov 27. Closed Mon.
NEW YORK
Metropolitan Museum of Art Origins of Impressionism: 175 paintings by Parisian artists of the 1860s. Ends Jan 8. The Annenberg Collection of Impressionist and Post-Impressionist Masterpieces. Ends Nov 27. William de Kooning's Paintings. Ends Jan 8. Painting and Illumination in Early Renaissance Florence 1300-1450: 100 panel paintings and manuscript illuminations by masters of the Gothic style, from the followers of Giotto to Lorenzo Monaco and Fra Angelico on the eve of the Renaissance. Ends Feb 26. The Photographs of Edouard Balbus (1813-1889). Ends Dec 31. Closed Mon.
Museum of Modern Art Cy Twombly (b1929): retrospective of the American artist who moved to Italy in 1957. Ends Jan 10. The Prints of Louise Bourgeois. Ends Jan 3. Closed Wed.
Guggenheim Museum The Italian Metamorphosis 1943-1968: a survey of visual arts in the postwar period. Ends Jan 29. Japanese Art After 1945 (at SoHo). Ends Jan 8. The main museum is closed on Thurs, the SoHo site on Tues.
Brooklyn Museum Indian Miniature

Paintings: 80 jewel-like paintings from the 15th to 19th century, all from the permanent collection. Ends Jan 8. Closed Mon and Tues.
Jewish Museum Jewish Life in Tsarist Russia: costumes, household items, ceremonial objects, illustrated books and photographs on loan from the State Ethnographic Museum in St Petersburg. Among the more unusual objects are a Torah ark valance embroidered with the Tsarist crown. Ends March 5. Closed Sat.
PARIS
Grand Palais Poussin: 400th anniversary retrospective. Ends Jan 2. Gustave Caillebotte (1848-1894): retrospective of the painter and patron of art who belonged to the circle of Impressionists. Ends Jan 9. Closed Tues, late opening Wed.
Musée d'Orsay Forgotten Treasures from Cairo: a surprisingly rich collection of works by Ingres, Courbet, Monet, Rodin, Gauguin and others. Ends Jan 8. Closed Mon.
Louvre British Art in French Public Collections: paintings by Gainsborough, Reynolds, Constable, Lawrence and Turner. Ends Dec 19. Closed Tues (Hall Napoleon).
Musée Carnavalet The English in Paris in the 19th Century. Ends Dec 11. Closed Mon (23 rue de Sévigné).
Musée d'Art Moderne de la ville de Paris André Derain: 350 works spanning his entire career, including a group of fauve works, three versions of "The Bathers", the Genevieve series and several self-portraits. Ends March 19. Closed Mon.
Institut du Monde Arabe Delacroix

in Morocco: Delacroix's visit in 1832, when he was 34, made a lasting impression on his art. Ends Jan 15. Closed Mon (1 rue des Fossés Saint-Bernard).
Petit Palais From Baghdad to Isphahan: 70 Islamic manuscripts evoking the ancient civilisation of central Asia, on loan from the Institute of Oriental Studies in St Petersburg. Ends Jan 8. Closed Mon.
ROTTERDAM
Museum Boymans-van Beuningen From Van Eyck to Bruegel: 96 Dutch and Flemish paintings dating from 1400-1550. Ends Jan 22. Alexej Jawlensky (1884-1941): retrospective of the Russian-born artist who was a member of Kandinsky's circle in Munich. Ends Nov 27. Closed Mon.
STOCKHOLM
Nationalmuseum Goya: 50 paintings and 80 prints, most of them on loan from Spain. Ends Jan 8. Erik Fleming: retrospective of the Swedish silversmith, who founded the Atelier Borgila in Stockholm in 1920 and made an 800-piece royal silver service in 1932. Ends Jan 8. Closed Mon.
TURIN
Gallerie Civica d'Arte Moderna A Celebration of Art Nouveau: a re-evocation of an exhibition held in Turin in 1902. Ends Jan 22. Closed Mon.
VENICE
Palazzo Correr Masterworks from the Petit Palais in Geneva: 70 Impressionist and Post-Impressionist paintings from the collection of the Industrialist Oscar Ghez de Montenuovo, including works by Degas, Gauguin and Derain. Ends Dec 11. Daily.

VIENNA
Kunsthofmuseum Herbert Boeckl: centenary retrospective of the Austrian Expressionist. Ends Dec 4. Daily.
Kunsthofmuseum Oskar Schlemmer: a comprehensive survey of the work of the Bauhaus artist, including sketches, watercolours, set designs and original theatrical writings on the theatre. Ends Jan 29. Closed Tues.
Kunstlerhaus Egon Schiele: 300 exhibits showing the influence of Egyptian art on European painters, sculptors, authors and architects from the baroque period to the present. Ends Jan 29. Daily.
WASHINGTON
National Gallery of Art Roy Lichtenstein's Prints: 90 works by the American Pop artist. Ends Jan 8. Milton Avery (1893-1965): 67 works on paper. Ends Jan 22. Daily.
Freer Gallery of Art Chinese Calligraphy: the exhibition focuses on varied uses of calligraphy on 36 decorative and utilitarian objects from the 7th to 19th century. Ends next May. Daily.
Textile Museum Native American Art from Oklahoma: works created since 1800 by the Apache, Cheyenne and other tribes who were forced to move to the Oklahoma Territory, where their art expresses tribal identity and Indian unity. Ends June 4. Daily.
ZURICH
Graphische Sammlung der ETH Picasso's Women: a collection of prints. Ends Dec 23. Closed Sat and Sun.

This week's batch of labour market statistics suggests the British economy may finally be achieving what most postwar governments have yearned for - sustained growth with falling unemployment, low inflation and above all relatively modest pay rises.

Mr Michael Portillo, the employment secretary, was quick to point out the benefits of moderation in pay: "Provided companies keep a firm grip on wage costs at all levels, economic growth will continue to feed through into jobs as well as rising prosperity."

However, while pay settlements are stable and there are few signs of industrial unrest, pressures for higher pay may be building up in the labour market over the coming year.

So far, there has been no steep upsurge in the level of wage settlements as the economy has revived. Annual earnings growth stood at 3.9 per cent in September. The underlying annual growth in manufacturing pay is now running at 4.5 per cent, nearly twice the inflation rate. However, this is only a quarter of a percentage point higher than at the same time last year, even though the recovery is now much further advanced.

Manufacturing productivity is rising at an annual rate of 6 per cent, impressive by recent British standards. This has meant falling unit labour costs in manufacturing, where wages and salaries per unit of output were 1.4 per cent less over the three months ending in September compared with the same period last year.

This is the greatest improvement since the current Department of Employment unit labour cost records began in 1970. It appears to mark a break from the past, when gains in productivity were outpaced by pay increases.

In spite of the modest pay settlements, there are no signs of widespread industrial unrest. In September, just 17,000 days were lost in just 13 strikes involving 8,000 workers, the lowest since the government started collecting figures. The sporadic disruption by rail signalling staff this summer does not appear to have sparked a wider strike wave.

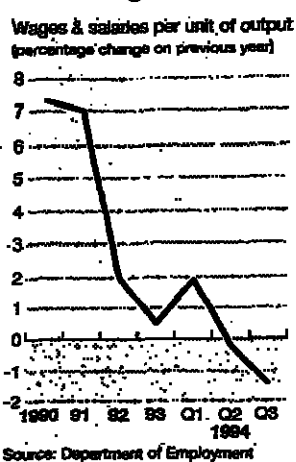
The Engineering Employers' Federation is confident that there will be no pay escalation in manufacturing in the immediate future. Independent forecasters such as the Institute of Management Services expect settlements to remain stable, though slightly above the inflation rate.

Even in the public sector,

Pinch on pay

Robert Taylor says the stability in UK wage levels may not last

UK's falling labour costs



Source: Department of Employment

where the government has imposed a three-year freeze on the pay bill, there is apparent calm. Threats of resistance from the public service sector unions appear to have ebbed.

What there has been is a loss of more than 430,000 public sector jobs in the first 18 months of the freeze, which have helped to fund pay increases. Public sector pay has therefore risen in line with wages in the private sector without any increase in the total pay bill.

Yet despite this apparent stability and self-restraint on pay, there remain worries about future trends.

Mr Howard Davies, director-general of the Confederation of British Industry, continues to warn employers about the need to rein back what he sees as "upward creep" in pay settlements. He points out that German and US unit labour costs have fallen even more than the UK's in recent months, while British productivity remains well below the country's main competitors.

There are also concerns - expressed at this month's CBI conference by its president, Sir Bryan Nicholson - that high

pay rises for top executives unrelated to company performance may stoke up pay demands from the rest of the workforce, as the gap widens between the top and lower ends of the earnings ladder.

Some pay negotiations this autumn have aroused fears of an upward trend in settlements. In September, Rover group car workers only narrowly accepted a two-year wage deal worth 10.7 per cent. Talks are continuing at Jaguar, where workers have rejected a 7.5 per cent pay package recommended by their union negotiators.

In both cases, shopfloor workers said they were less concerned with the pay offer than the changes being demanded of them in longer hours of work. "There are signs that workers elsewhere are less willing to accept workplace restructuring unless it is rewarded by higher pay," says Mr Alister Hatchett, editor of *Income Data Report*.

Changes in the workplace have also made it harder to read pay trends. The demise of national or industry-wide pay bargaining in recent years and the government's active encouragement of decentralisation and performance-related pay in the public sector mean that wage bargaining is increasingly carried out at local level.

This makes it more difficult to generalise about what is happening to pay levels across the country. But it may also be stirring up discontent for the future if some groups are doing better than others because of local conditions. "In the past people felt their pay was related to a concept of what was fair. National agreements reflected that feeling," says Mr Chris Trinder, research director of the Public Finance Foundation. "Now on pay they are finding themselves very much out on their own."

Mr Hatchett says there is "immense frustration" among employees over pay at the moment. This view is reinforced by the latest British Social Attitudes Survey, published this week, which reveals an anxious workforce increasingly concerned about widening pay differentials, matched by fears about job security.

It may be premature to conclude the UK economy is free at last from pay-push inflation and the concept of the going-rate. Wage expectations are less ambitious than they used to be, perhaps because for the time being most workers seem more concerned with their job security than big pay rises.

A year ago the Seattle summit, this week the Jakarta summit, and now a big bang: all trade and investment is to be liberalised in a region accounting for half the world's economic activity.

It is little wonder the 18 leaders at the Asia-Pacific Economic Co-operation forum felt exhilarated.

The final statement required a consensus across enormous political and economic diversity, between countries with some seriously strained relations. Ranging from the US and Japan, two of the world's richest economies, to China, Indonesia and Papua New Guinea, with among the lowest per capita incomes, Apec's members have reached agreement at remarkable speed.

Their differences, and the extended timetable envisaged for liberalisation, raise questions about whether the plan can ever be fully realised. It calls for Apec's industrialised members to remove their trade and investment barriers by 2010, and for developing economies to do so by 2020. By then, most of the leaders who met in Jakarta will be long out of office, forgotten or dead.

However, the importance of this week's decision lies less in the long-range targets that it sets than in the commitment of Apec leaders to a continuing process of high-level negotiation. By calling for a detailed blueprint for regional liberalisation before their next summit, in Osaka a year from now, they have obliged themselves to produce at least some tangible short-term results or risk loss of political face.

That they have got this far is due to the convergence of a complex set of domestic and external pressures. Last year's Seattle summit was prompted by a common desire to kick-start the Uruguay Round negotiations, which were then stalled. Many Apec members believe that, by presenting a united front in Seattle and hinting that the grouping could become an alternative to the General Agreement on Tariffs and Trade if the round failed, they prodded the EU into making the concessions needed to conclude the world trade talks.

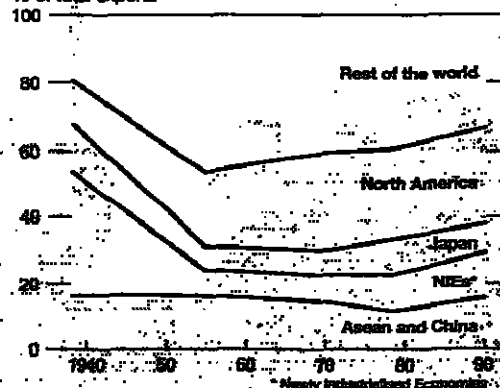
Beyond that, the 18 governments' motives differ. The US views Apec primarily as a tool for prising open fast-growing Asian markets and for pressing Europe into further trade concessions. Australia broadly shares these objectives and

Complex pressures led 18 Asian-Pacific countries to form the Apec trading bloc, says Guy de Jonquieres

Different aims, common cause

Apec: the new trade giant

East Asian trade by partner % of total exports



Intraregional trade % of total trade

	1989	1990	1991	1992	1993
East Asia	2.9	4.2	6.4	7.9	7.9
North America	6.5	6.5	6.4	6.5	6.5
Pacific region	16.9	16.9	16.9	16.9	16.9
Western Europe	35.7	35.7	35.7	35.7	35.7

Source: World Bank (all estimates, 1994)

also sees the grouping as a way to prevent economic isolation by establishing itself as part of the Asian region.

But for Japan and many other Asian countries, the main purpose of Apec is to guarantee their access to the US market. They hope the grouping will keep US trade policy engaged internationally,

The US views the group mainly as a tool for prising open fast-growing Asian markets

at a time when Washington's commitment to multilateralism appears increasingly ambivalent. China, meanwhile, believes that Apec membership will help buttress its bid to join the new World Trade Organisation, which is due to succeed the Gatt in January.

Satisfying these disparate aims may not be easy in a grouping that prides itself on operating by consensus and is

keen to avoid institutionalised decision-making. That consensus has already been strained by the evident reluctance with which Dr Mahathir Mohamad, Malaysia's prime minister and long a sceptic about Apec's ambitions, went along with this week's summit declaration.

How deep the 18 countries' differences run may become clear soon, when they start trying to hammer out a trade liberalisation programme. They face a daunting set of challenges. There is no agreement yet even on how far the plan should cover services as well as goods. Nor is there any decision on how to tackle agriculture, a sector that is highly protected and politically sensitive in much of Asia. Equally uncertain is whether the US will consent to curbs on its increasingly frequent use of anti-dumping measures against low-priced imports, most of them from Asia.

The crunch question, though, is how far the benefits of freer trade within Apec should be extended to the rest of the world. This week's sum-

mit firmly rejected any move towards an inward-looking trading bloc. It declared that the removal of barriers in the region should be fully consistent with Gatt principles and designed to strengthen the multilateral trade system. The implication, to which most Apec members subscribe, is that the goal should be to

Many Asian members want to keep Apec as open as possible to the rest of the world

achieve enough progress to trigger another Gatt world trade negotiating round.

Views diverge widely, however, on how this objective should be achieved - and, by extension, on what sort of creature Apec should aim to become. The US, and to some extent Australia, believe Apec should offer the benefits of its planned liberalisation to non-members only if they first

agree to reciprocate by opening their own markets further. In Washington's case, this view is heavily coloured by domestic politics. The timetable agreed this week would oblige the US to remove barriers to imports from China and other developing countries 10 years before they opened their markets fully to US exports. The belief is that Congress would approve such a deal only if Apec also promised to help the US extract bigger trade concessions from other trading partners, notably in Europe.

However, such an approach could accentuate concerns that the US will use Apec to narrow further national interests. Though fears of US domination are voiced openly only by Dr Mahathir, they are shared privately by countries such as Japan and China. Both have already been targets of increasingly aggressive US trade diplomacy, backed by the threat of unilateral trade sanctions.

As a result, many Asian members are anxious to keep Apec as open as possible to the rest of the world and to ensure that it does not undermine the pre-eminence of the Gatt and the WTO. Indeed, Thailand argues that the grouping's priority should be simply to build support for another Gatt round, after which it should take a back-seat role.

For all these reasons, there seems little immediate likelihood that Apec will develop into a bloc that is bent on putting its members' interests above those of the world economy as a whole. The prognosis could change quickly, though, if the US Congress failed to ratify the Uruguay Round in a fortnight's time. In that event, the risk of indefinite further delays and uncertainties about the future of the Gatt could induce some Apec countries to look again at the grouping as an alternative to the multilateral trade system.

But even if that does not happen, Apec's leaders will remain under pressure to keep up the momentum generated by this week's summit. Though success is far from guaranteed, so much political prestige has been invested in the enterprise that the failure of the summit would spread like wildfire through the Pacific rim region, and quite probably beyond. If only for reasons of self-esteem, that is a risk none of the leaders can contemplate with equanimity.

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

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No power to block the poll tax

From Lord Lawson.

Sir, In his interesting review of *Failure in British Government: The Politics of the Poll Tax* (November 17), my former cabinet colleague, Kenneth Baker, writes: "The Treasury was not helpful: Nigel Lawson, then chancellor, opposed the poll tax but was not prepared to block it."

As I recount in my memoirs, I did everything I could to stop the poll tax. However, the novel constitutional doctrine that chancellors have it in their power to "block" a proposal which has the enthusiastic backing of the prime minister, supported by an overwhelming majority of his or her cabinet colleagues, is (perhaps regrettably) unfounded.

Lawson, House of Lords, Westminster, London SW1

View on Apec is a classic example of 'Eurocentrism'

From Mr Edward Gilly.

Sir, I suspect that your leader, "Apec and Europe" (November 16), will have engendered a considerable amount of mirth among businesses and governments in Asia and the Pacific. After claiming rather patronisingly that "any kind of discriminatory arrangement within so large a part of the world's economy would be undesirable", you suggest that "Apec" should be a catalyst for global negotiations and neither a substitute for such negotiations, nor an independent forum. Good heavens, no.

After all, you then add "the

only outside entity capable of insisting upon this is the EU", and we all know how deeply the EU is committed to free trade: ask the Cairns group.

Your leader is a classic example of what we poor countries in Asia and the Pacific sometimes call "Eurocentrism". Dr Mahathir, prime minister of Malaysia, is trying to make a point, you know; perhaps one day you will understand it. Edward Gilly, Suite 15, Edgecliff House, 201 New South Head Road, Edgecliff, NSW 2027, Australia

A delightful view of Lear

From Mr Eamon Tokumaru.

Sir, Your review of *The Tale of Lear* by the Suzuki Company of Toga (Arts: "Suzuki's answer to 'The Tale of Lear'") (November 11) reminded me of the analogy of the father meeting his daughter's fiancé for the first time: regardless of how perfect this fiancé is, the father automatically dismisses him without reason.

Suzuki's version of *King Lear* was thoroughly accepted and applauded by the UK audience, the home country of Shakespeare, but was summarily rejected by critics without any logical argument.

Suzuki has interpreted the original text as the madness of aged men and projected it on to the Japanese spiritual world using well-trained Suzuki-method actors. As a Japanese, I appreciated this production, because it did not cheaply sell

exoticism to the western audience. In fact, I felt nostalgic, a kind of comfort, as though the story was derived from our own Japanese Samurai drama produced for a Japanese audience. Therefore, it is natural that some British people could have felt alienated or deprived by this performance.

But please do not deny the possibility that Shakespeare can be interpreted and performed in a "different" cultural context, "different" that is to you. For me, Suzuki's success was a delight. The production was evidence that we could establish a common world culture, a culture that can be shared by any ethnic group and a culture which is no longer Eurocentric.

Eamon Tokumaru, 61 Woodside, Wimbledon, London SW19

Statistics burden is no greater

From A H Cowley.

Sir, Ms Carole Macpherson (Letters, November 15) claims that the Intrastat system for the collection of European Union trade statistics is a greater burden on business than the old system which operated prior to completion of the single market. We do not believe this is the case.

Under the old system customs declarations had to be made in respect of each consignment. Most businesses employed agents to submit these declarations. The agents, of course, charged for providing this service.

An indication of the scale of the activity is that 7m import and export declarations a year were abolished with the advent of the single market.

Under the new system only larger businesses, some 30,000 out of the 150,000 companies engaged in EU trade, have to complete the Intrastat declarations, which are considerably less detailed than the previous import declaration and only have to be submitted once a month.

However, most businesses involved in the new system have chosen to complete the Intrastat forms themselves.

Ms Macpherson is correct in pointing out that there were start-up costs to be borne by bringing this work in-house. However, the analysis of costs that we conducted, in consultation with business before introduction of the new single market and subsequently revaluated, showed these initial costs rapidly being converted into a continuing annual saving.

Finally, we have followed a policy of a "light touch" on enforcement while the new system has bedded in, but we believe the contribution of those who have made an effort to comply with the new system would be devalued if we were not to pursue the non-compliants, now less than 1 per cent of the total.

A H Cowley, controller, tariff and statistical office, HM Customs & Excise, Room 617, Portcullis House, 27 Victoria Avenue, Southend-on-Sea, Essex SS2 6AL.

FT BY INVITATION

Cyprus, crossroads of the East Mediterranean, with Gerald Cadogan

24th April - 4th May 1995

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Friday November 18 1994

Britain, France and Europe

Defence and security issues are expected to dominate today's Franco-British summit in Chartres. During the later decades of the cold war those issues divided the two countries, as France was outside Nato while Britain was its most unconditional ally.

This gives them a stronger attachment to the tradition of national sovereignty than is felt by some of their European partners, and therefore makes them - or at any rate makes them - more suspicious of the implications of the US's diminishing commitment to European security and transatlantic co-operation, symbolised most recently and graphically by its unilateral decision to stop enforcing the Bosnian arms embargo.

The French reaction has an element of "I told you so", since France has been warning since the days of Charles de Gaulle that "a European Europe" should aspire to be independent of US tutelage. On the British side there is more sorrow than anger, but the practical conclusions are beginning to converge. Present in the minds of both sides, if usually unspoken, is the thought that for military purposes it is vital to canalise German political resurgence into a strong multinational vessel. The less credible Nato looks, the stronger the argument for making that vessel a European one.

These thoughts point to two types of co-operation. One is a closer bilateral liaison between

the two countries' armed forces, at this stage especially their air forces, and where economically efficient, between their defence industries. The other is a joint initiative for the 1996 intergovernmental conference, aimed at strengthening the EU's "defence component", the Western European Union.

Both types of co-operation have their logic, but they need to be carefully related to each other. The proliferation of ad hoc bilateral or even multilateral military arrangements involving different combinations of EU members could easily become an obstacle to a coherent common defence for the Union as a whole. It would make better sense if the Franco-German Eurocorps as well as the proposed Franco-British air planning unit were brought within the WEU structure.

It must also be questioned how credible the WEU will be so long as it depends on American logistical and air support and intelligence assets. To make Europe independent in these respects would be expensive, but military credibility is seldom cheap.

Also essential is a competitive internal market for defence contracts. For the French, the immediate test of the UK's commitment will be its willingness to join in building the Future Large Aircraft. This should be considered sympathetically, but chosen only if the cost is not prohibitive.

In the longer term, Britain's ability to take the lead in a common defence will also be related to its willingness to join in other aspects of European integration. Among these, Sir Leon Brittan argued last night, the creation of a single currency at the end of the century remains all but certain. If he is right, France and Germany may be unwilling to entrust a leading role in their defence to a country perceived to be on the fringes of their economic union.

Hollywood woes

With the predictability of a Hollywood plot, the Japanese invasion of US film-making five years ago is now generating pages of red ink. Yesterday, Sony Corporation announced that write-downs of ¥265.2bn (\$2.7bn) at its Columbia Pictures subsidiary, acquired five years ago for \$3.4bn, would pull the whole group into loss for this financial year.

The announcement raises several questions of strategy, pertinent also to Matsushita's \$6.1bn takeover of MCA, owner of Universal Pictures. First, how does the principle of integrating technology and programming work now? The trigger for Sony's move into programming was the battle over standards for videocassette recorders. Sony's Betamax format, arguably technically superior, lost to VHS for lack of available programming. Sony learnt, painfully, that customers watch programmes not technology, and concluded that it must buy a studio to safeguard new products.

The conclusion was wrong, however. Although Sony argues that sales of its new MiniDisc portable audio products have been aided by its ownership of CBS records, ensuring that recordings are available to play on them, there are few other examples to support its case. The flaw in the reasoning is that no company has a large enough share of the music or

video markets to launch a new consumer product. Sony Pictures, which includes Columbia, has only 10 per cent of the US box office.

If vertical integration is worthless, can Japanese management add value to a Hollywood studio? The quick answer, judging by the bottom line, is no. Moreover, there are good reasons for longer-term scepticism, given the culture clashes between technology and programming companies, and between Japanese hierarchies and Hollywood egos.

Assessed, then, simply as an investment in programming, how does the deal look now? Too expensive, clearly. But there is some consolation in that Columbia's value may now rise, as the explosion of channels and services in the US and Europe is increasing demand for programming.

Should Sony and Matsushita take advantage of the media revolution by an alternative strategy: buying channels to distribute the programmes? Both have invested recently in cable and satellite. The value of those link-ups can be questioned, but they are more promising than a marriage of technology and programming.

No such strategy will be successful, however, if the programmes are not popular enough. Of all the messages in Sony's statement, that is the loudest.

Ukrainian virtue

The Ukrainian parliament made the world a safer place this week, by endorsing the nuclear Non-Proliferation Treaty. Kiev's decision to renounce nuclear weapons categorically is further proof that Ukraine sees economic reform - rather than nuclear stockpiles - as its best guarantee of enduring independence. When President Leonid Kuchma visits Washington next week, it will be America's turn to return the favour by giving Ukraine appropriate financial assistance.

Although parliament voted for the treaty by an overwhelming margin, it was not an easy decision. Mr Kuchma himself has undergone a remarkable metamorphosis: the former director of the Soviet Union's largest nuclear missile factory gave the keynote address which secured the parliamentary endorsement.

Mr Kuchma's change of heart is directly connected to his decision earlier this year to implement a radical reform programme. Ukraine's leaders have belatedly realised that nationalist rhetoric is too weak a glue to hold together a fragile new state.

demanded by that deal: price increases, exchange rate unification and land privatisation.

Renouncing nuclear weapons was the logical next step. As Mr Kuchma told parliamentarians, it is another sign that Ukraine is choosing to forgo what he described as the "illusion" of security offered by nuclear weapons in favour of the more lasting stability which only economic prosperity can bring.

Of course, ratification of the treaty also means that Mr Kuchma will be bringing the White House the best news it has had all month. President Bill Clinton, who orchestrated the agreement earlier this year in which Kiev first promised to give up nuclear weapons, can now claim credit for "dismantling Ukraine".

Ukraine's accession also improves chances of an indefinite extension of the treaty next year. Yet Mr Clinton should not forget about Kiev, now that the worrying prospect of a nuclear Ukraine has disappeared. By endorsing the treaty, Ukraine has given up its most powerful bargaining chip. Mr Kuchma is gambling his country's survival on successful economic reforms. The west should do everything in its power to improve his odds. Right now that means offering Ukraine substantial financial aid.



Silvio Berlusconi honours the engagement. Obligated to impose two confidence votes on his unruly coalition allies this week and facing a second general strike, the media magnate turned prime minister might have made his excuses.

Instead, with a gaggle of demonstrators outside the Palazzo Chigi, and a difficult cabinet session inside, Mr Berlusconi takes time out to explain his role since taking office six months ago.

"I'm the protagonist of a revolution. I have to operate in a completely different way to my predecessors," he says. He sees himself not just as an outsider, but as a man bringing radical and necessary change to Italy.

His election victory in March, just three months after entering politics, was due largely to the vacuum created by the collapse of Italy's post-war political structure. And he is determined to distance himself from all that went before.

"The only good things I inherited," he says, surveying the antique chairs, paintings and tapestries in his office, "are the furniture, the building and these objects of Italian culture."

But being prime minister is a lot tougher and more complex than running his Fininvest business empire, he concedes. "As a businessman, I was 100 per cent responsible for all the decisions running Italy's second largest private conglomerate. Here my role is the exact opposite, because this is a coalition government. It has to operate through compromise and mediation."

His main challenge lies in balancing the interests in his right-wing coalition, while implementing the painful measures needed to correct Italy's serious fiscal imbalance.

The 1995 budget before parliament involves big cuts in public spending and a shake-up of the costly state-run pensions system. Mr Berlusconi tried - and failed - to get the unions' support for this. In the end, he says, he had to take a tough line and court unpopularity. "I did not want this based on confrontation," he says. But he has little room for manoeuvre. "Our proposals on pension reform are the minimum we could do to convey a strong signal to the financial markets that we are serious about reducing the ratio of debt to gross domestic product."

On the latest projections, Italy's huge debt should peak at the equivalent of 126 per cent of GDP in 1996.

And he refuses to budge on his election promise of tax cuts. Italy needs to make more people pay their proper share of taxes, he says, rather than tax those already paying more heavily. He promises to

THE FT INTERVIEW: Silvio Berlusconi

Dark days for a white knight

Italy's embattled prime minister takes time out to explain his mission to save Italy from the left



Silvio Berlusconi: "I'm the protagonist of a revolution. I have to operate very differently from my predecessors"

simplify the tax and legal structure. "We want to escape from the jungle of incomprehensible legislation that surrounds us."

He also wants to slim down government and review every department to see what can be best handled by private enterprise. The question is whether he will be around long enough to see through such changes. "I don't know," he says dismally.

He hopes the main coalition partners - his Forza Italia movement, the populist Northern League of Mr Umberto Bossi and the neo-fascist MSI/National Alliance - will stay together over the next crucial weeks. But once the budget is approved, which must be by the end of the year, all the coalition partners will have to show where their real loyalties lie and account for the discipline of their members of parliament. He hints that, if the coalition lacks sufficient purpose to allow him to pursue his agenda, he would seek a fresh mandate.

Mr Berlusconi is convinced most voters are moderate. But he also believes that the 35 per cent of the electorate on the left is a real threat to Italy's future. He complains that people outside Italy do not understand this. "Abroad, they talk about the MSI/National Alliance as something negative, but the real danger is the contrary."

He explains his willingness to forego his business career in favour of politics exclusively in this context. "You've got to understand the left had already placed its supporters in key positions in universities, publishing houses, radio networks, TV stations and the courts. And they had the organisation to bring people onto the streets... Everything was ready for a leftwing minority to take power."

"I'm convinced if the left had won the elections, Italy had a future without either freedom or prosperity." For him, the fall of the Berlin Wall made no difference to the power or designs of the left in Italy.

While Berlusconi sees himself as a white knight rescuing Italy from the left's embrace, others are less charitable about his entry into politics. Questions are still asked about the conflict between his interests as a businessman and his role as a political leader. Apart from a substantial presence in publishing, financial services and retailing, his Fininvest empire owns three commercial television channels accounting for nearly half the nation's TV audience.

He spells out that since entering politics, he has resigned from all directorships and executive responsibilities. He has also appointed a three-man commission to draft legislation to prevent a conflict of interest - and accepted its findings "without changing a comma".

In addition, there are numerous checks and balances in Italy's parliamentary democracy to monitor his behaviour, he says, not least of which is public opinion. Finally he turns the argument on its head:

"The real point of the conflict of interest debate is that my companies have suffered from me becoming a politician rather than the other way around. As a result of entering politics, I have suffered both from a personal and an entrepreneurial point of view."

The Fininvest group, he says, has not been able to take advantage from state bodies. With some bitterness he comments on the way his "enemies" have planted 30 bombs at his Standa stores since he took office. Standa sales this year are down 10 per cent as a result of a boycott organised by his opponents.

He says he is willing to sell all his assets. But having built up the group from scratch over the past 20 years, he does not seem yet to have resolved a profound personal dilemma over whether or not to let go of his own baby. He will not be a forced seller, he emphasises: "That would be unconstitutional, going against the basic right of private property."

And he lets slip the thought that Italian prime ministers are not elected for a fixed term. The implication is clear: he is heading Italy's 53rd post-war government and he does not know when he may need to look for another job.

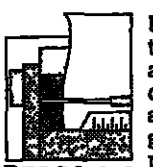
The Fininvest link continues to cause speculation of a different kind: whether Italy's anti-corruption magistrates, who are investigating various aspects of his business empire, will eventually reach to the top. "On this front I have always been tranquil. Otherwise, I would never have entered politics because I knew thousands of spotlights would be immediately turned onto my activities. For example there have been 126 searches by the police in the last few months, compared to less than 100 in the previous 10 years."

In an unstable political environment, Mr Berlusconi will not be drawn on the chances of his government's survival. The decisive moment will come once the budget has been passed. The crucial element will then be his stormy relationship with Mr Bossi of the League. Having fought with each other from the beginning of the administration, the question is whether the prime minister can sideline Mr Bossi without falling too much into the right's hands.

Mr Berlusconi is not yet at the eye of the storm. He ends the interview to rejoin the cabinet, for what turns out to be one of the stormiest sessions of his administration.

Richard Lambert and Robert Graham

Time to adjust our sets again



PERSONAL VIEW

UK broadcasting in the 1990s was to be about competition, choice and quality, according to the government which put this trinity on the cover of a white paper published six years ago this month. Almost half way through the decade, what do we think of it so far?

There is certainly more competition, most notably in the sale of advertising between ITV and Channel 4, but the firm grip of the BBC/ITV duopoly is far from broken. A fifth terrestrial channel was conceived in 1990 as the single most important initiative the government could take to introduce market disciplines. But arguably the only competition Channel 5 has created to date is between the departments of national heritage and trade and industry over what to do with it. The contrast with the carefully-considered and well-timed introduction of Channel 4 is stark.

As for choice, the continued absence of Channel 5 means that 85 per cent of UK viewers still have

only four channels. The 15 per cent who enjoy cable and satellite would have done so with or without a Broadcasting Act in 1990.

On ITV, it seems that most viewers, advertisers and the independent Television Commission, the channel's watchdog, would agree that, despite its strong popular drama, the channel has become less diverse - longer series in fewer genres, no single plays, less investigative reporting, and so on.

Was it really for this that Britain's television industry had to endure the trauma and disruption of the 1990 Broadcasting Act that followed the white paper? It looks scant reward for the thousands of jobs lost, businesses broken up and training schemes closed down.

If the outcome has short-changed viewers and set back the global prospects of what should be a leading British industry, can anyone honestly be surprised? The main beneficiary of the 1990 Act has been the Treasury, which has cleaned up like some great croupier in Whitehall. It raked in almost £360m in 1993 as rent on the ITV franchises - roughly 35 per cent of ITV's 1993

revenues, and equivalent to 75 per cent of the industry's annual pre-tax profits after bid payments. It should do even better this year. No wonder ITV companies put shareholders second and viewers third. Some advocate a fresh Broadcasting Act to undo the damage. Others want another auction of ITV franchises.

The main beneficiary of the Broadcasting Act has been the Treasury, which has cleaned up like some great croupier

chases in 1995, to replace the existing arrangements that will allow current licensees to negotiate 10-year extensions.

I do not share these views. What is done is done. It would have been better in 1989 if the government had introduced a modest Bill and then left the competent regulatory authorities to get on with the job, but it did not and the industry has

moved on. What I would now like to see, with one exception, is pragmatic regulatory change rather than new legislation.

There is a need, for example, to protect the five regional stations, from Channel 5 to Grampian, following the government's decision to relax unilaterally the rules on mergers between ITV stations. No such protection is afforded by the Broadcasting Act and they may soon be required by the larger companies to contribute to network costs in proportion to their share of advertising revenue. I doubt any of these small broadcasters would then be viable, and the regulator needs to be free to make arrangements to ensure the survival of diverse services.

The one exception needing legislative change is the widely discredited ownership rules in the 1990 Broadcasting Act that are unnecessarily restricting British investment at home and discouraging UK multi-media companies from competing in world markets.

A large number of interested parties is seeking significant legislative changes that can affect readers, viewers and listeners nationwide.

The Department of National Heritage has already canvassed views and should share its findings soon.

The key may be to frame cross-media ownership rules that recognise that UK markets consist of many audiences by type and location. These audiences could then be assessed for the influence upon them of various media, with appropriate and more liberal thresholds being applied to ensure that they are offered adequate choice.

Stephen Dorrell, national heritage secretary, should publish a white paper in the new year, legislate as soon as possible - and then leave the broadcasters and regulators to go in search of the competition, choice and quality that the 1990s were supposed to be about.

Richard Dunn

The author is chief executive of Thames Television and managing director of Pearson Television Holdings. Both companies are part of the Pearson group, owner of the Financial Times

Albert's heavy petting

What a fact to headline writers - Albert Reynolds gives up being Taoiseach. If there hasn't been an Irish PM goes (back) to the dogs? It will be a miracle.

For Reynolds has earned millions by serving up minced animal remains to Irish and British moggies and doggies. Reynolds, who turned 61 on November 3, established his family company, CD Petfoods, in the early 1970s. Now run by his son, Philip, it churns out Mazi catfood and Mazi dogfood, the latter supposedly named after the Special Branch minder of Charles Haughey, whom Reynolds toppled from the leadership of the Flanna Fianna party three years ago.

If he gives up politics - a fair bet according to Dublin observers - Reynolds could always dust off his job, with experience as building site messenger, cabinet polisher and railway ticket clerk.

Ballroom dancing has pretty much died in the revere culture, otherwise he could resurrect his Ballroom of Romance company, started in 1959 to enable youngsters to two-step the night away in textual harmony. There again, he could always work for his nephew, who runs one of Dublin's premier nightspots, The Pod.

But his own choice might be to take up professional crooning, singing his beloved country and

Mid-Ruff crisis

Will Peter Ruff, the BBC's man in Moscow in the mid-1980s, come in from the cold? Ruff, who seems to have lost his way a bit since he quit the BBC three years ago - he popped up briefly at the Chemical Industries Association - is in the running to take over from Tim Collins, director of communications for the Conservative party.

Collins wants to be an MP and is expected to have cleared his desk before the end of the year. The Tories seem to go through their spin-doctors faster than their party chairmen. The last BBC man in the job was Shaun Woodward, an ex-Panorama producer, who came and went with little impact.

Ruff is clearly a strong candidate: covering a totalitarian state on his last legs sounds the right sort of preparation.

Campora tonic

Is he going or staying? Mario Campora, that is - Argentina's ambassador to London. It seems he may have lost his job for disagreeing with his president, Carlos Menem, over Menem's offer

OBSERVER



'Backing and seeking aren't mutually exclusive'

of cash to the Falkland Islands' 2,000 or so inhabitants to up sticks and leave.

Yesterday Campora was still following his timetable and lunched with City bankers. Meanwhile back in Buenos Aires rumours were flying, suggesting he was in trouble for pouring cold water on the idea. Campora suggests it's daft to pay for something over which Argentina already claims sovereignty. Sound reasoning.

Interestingly enough, senator Eduardo Menem, the president's brother, shares Campora's opinions on this issue. When in London two weeks ago, Eduardo said that offering money for the Falklands

cheapens Argentina's claim. Nevertheless, a presidential aide said yesterday - "unofficially" - that Campora may be packing his bags to become ambassador in Paris. Which is hardly Tierra del Fuogo, after all.

Aitken fume

Jonathan Aitken, the UK Treasury's chief secretary, is clearly flummoxed when it comes to written correspondence. For months he has been exchanging letters with The Guardian newspaper over payment of a Paris hotel bill of his.

Now he has sent a letter congratulating George Robertson, Labour's shadow Scottish secretary, on a "bravura" Commons speech on Wednesday. Aitken's letter - which opened "Dear George" - praised Robertson's "stylish, amusing" contribution, and forecast rapid promotion.

Unfortunately, the speech Aitken praised was made by Raymond Robertson, Tory MP for Aberdeen South. Confusion reigns: Aitken even put Monday's date on the letter, suggesting it was written before the speech.

Lowry collected

There will be a sigh of relief at London's Tate Gallery that New York's Museum of Modern Art has finally found a new director - Glenn Lowry, the 40-year-old

director of the Art Gallery of Ontario. It would have been a big blow for the Tate if the Americans had poached Nicholas Serota, its ambitious director.

Finding a replacement for Richard Oldenburg, who has been Moma's director for the past 22 years, has not been easy. It is well over a year since the New Yorkers started searching and Lowry, an expert in Islamic and Oriental art, is not the most obvious choice to run a gallery specialising in modern art. His appointment is another sign of the developing world shortage in good international museum directors. Finding a top scholar who can turn a hand equally well to administering and fund-raising is becoming even more tricky than landing a rare collection these days.

Greener grass

Rather than political power, it seems German-born Henry Kissinger really hankered after fame as a sports commentator. "I always wanted to be a sports caster, but I just couldn't lose this New York accent," he says in a new advertisement for the New York Times. Perennial presidential candidate Jesse Jackson says he takes the paper for its real estate; he's hunting for "a big white house with pillars" on Washington's Pennsylvania Avenue. And Bill Clinton? No news as yet. But maybe he takes it for the job vacancies.



Conservatives accused of being over-interventionist

Brussels tests UK power to block foreign takeovers

By Emma Tucker in Brussels

The European Commission has turned the tables on Britain's Conservative government by accusing it of being over-interventionist in its defence of a controversial piece of socialist legislation framed by the Labour government in 1975.

Brussels has opened proceedings against the UK over part of the 1975 Industry Act - drawn up by Mr Tony Benn, the then Labour industry secretary - which allows the government to prevent foreign takeovers of UK manufacturers.

The commission argues that the provision is incompatible with European Union rules on the free movement of capital and, even if rarely used, acts as a deterrent to foreign investment in the UK.

However, the department of trade and industry said yesterday the government felt there was still a role for the secretary of state for industry to play "in protecting the national interest".

Clause 13 of the act - much of which has been repealed by the Conservative government -

states that the industry secretary has the right to prohibit a foreign takeover if it appears that there is a "serious and immediate" probability of a change of control which would be contrary to the interests of the UK.

This goes further than EU laws that allow national governments to intervene on health and security grounds, and actively headchase rules which foresee no restrictions on capital movement and direct investment.

The insistence from the commission that the provision be dropped or at least altered is politically embarrassing for Mr John Major's government, which has frequently hargued the commission for taking an over-interventionist approach to industrial policy.

"It is really remarkable that this piece of legislation has survived all these years of Conservative rule," said a British official in Brussels yesterday.

UK industry officials said the clause had been kept "just in case".

"There has been speculation from time to time about the risk of UK business falling into for-

ign hands. The government accepts that the legislation is otiose, but it may be needed one day," said an industry official.

The issue of national ownership is politically sensitive, particularly in the UK.

When Rover, the car maker, was acquired by BMW of Germany earlier this year there was widespread dismay among the British public.

"This issue has touched a political nerve. A large number of voters feel rather worried when they see British industry threatened," said a UK official.

The DTI said the commission complaint was not directed at the government's "golden share" holdings in certain companies which limit foreign ownership, but rather at the general principle of the 1975 law.

The official added that the UK was hoping to come to an "amicable" agreement with the commission which would "lie somewhere between abolishing the act and keeping it the way it is".

The commission would not comment, other than to say it was in contact with the UK authorities.

French plan for private pensions revived

By John Riddling in Paris

Mr Edmond Alphandery, the French economy minister, sought yesterday to relaunch plans to encourage private pension funds, announcing that France's pension system should be reformed next year.

"Conditions should be ripe for an initiative in 1995," Mr Alphandery told members of the COB, France's stock market regulator.

The development of capitalised pension funds is seen as an important means of reducing pressure on the existing "pay-as-you-go" system and curbing the French welfare deficit. But reforms, originally slated for this year, have been delayed because the issue is politically sensitive and complex.

The current system, in which pensions are paid from contributions from the existing workforce, suffered a deficit of more than FF40bn (\$7.8bn) last year and faces increased strains because of an ageing population.

Mr Alphandery also regards private pension funds as a way of strengthening France's financial markets and increasing long-term savings.

However, pension reform has been opposed by some trade unions. "The existing system is a source of solidarity between age groups and social classes," said an official at Force Ouvriere, one of France's largest unions. "Incentives for private schemes will favour the wealthy and will harm the economy by reducing consumption."

Reform has also been complicated by differences between reform proposals and disputes between companies seeking to participate in capitalised schemes. The Patronat employers' federation, the Association of French banks and Mr Jacques Barrot, chairman of the National Assembly's finance committee, have all drawn up separate projects. Insurance companies and banks differ over whether retirement payments should be made in lump sums, or in the form of annuities.

Industry observers said yesterday that such problems made reform unlikely before next spring's presidential election. "I don't think we will see a text for a reform for the next few months," said one French merchant banker. "But it is important that it is back on the agenda."

THE LEX COLUMN

Budge's bold budget

The story being told by RJB Mining as it trawls the City for £1.1bn to buy the bulk of British Coal looks startly-eyed. While its version has a fairy-tale ending, most other scenarios conclude in tears.

For those asked to provide £550m of bank debt, there are few concerns. Once RJB has acquired the English coalfields, it will have about £315m worth of coal already out of the ground. Moreover, the contracts to supply power generators should provide sufficient cash to pay off the bulk of the debt by April 1996 when they expire. Whether RJB has net cash by then depends on the extent of cost cutting.

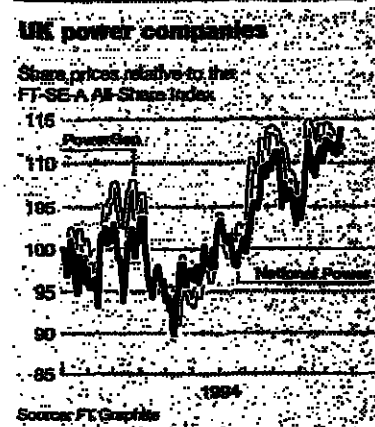
But for equity investors, the venture looks fraught with risk. RJB's forecasts of pre-tax profits of £220m in 1999 depend on optimistic projections for sales volumes and prices - assumptions shared by few others in the industry. An unlikely combination of events will be required for its predictions to come true. These include a significant rise in international coal prices, which admittedly have begun to edge forward for the first time in a decade; and the willingness of UK power generators to use RJB's coal to the exclusion of virtually all others. The latter seems improbable, given their recent investments in importing facilities and stated policy of diversifying fuel sources. Given the group's low growth prospects post-1998, and an expected dividend yield of only 4.5 per cent - about the market average - equity investors will need considerable convincing that buying into RJB is a risk worth taking.

Volkswagen

At DM136m, Volkswagen's third-quarter after-tax profits were only DM3m higher than they were in the previous three months. But a pronounced recovery is nonetheless under way. The DM73m loss in the full nine months compares with losses of DM150m in the same period last year.

The key to the earnings revival is aggressive cost-cutting, evident in virtually unchanged production costs and reduced sales and administrative expenditure. This is impressive when turnover was up 4.1 per cent to DM56.8bn in the first nine months. But VW still faces a major cost headache. Analysts predict that even if rationalisation continues at the current pace, the net profit margin will only reach 2.6 per cent by 1996 - lower than for other European volume pro-

FT-SE Index: 3127.5 (-19.0)



UK power companies
Share prices relative to the FT-SE-A All-Share Index

Source: FT-SE

fewer shares flooding the market. From National Power's perspective, one cannot fault the principle of reducing its equity. In fact, the company should be spending more than £500m-plus to shrink its capital base. After the buy-back, National Power will still be able to spend £10m on overseas investment and keep its gearing in the 20-30 per cent range. Another quibble is the method it has chosen. By buying direct from the government, no shareholders will enjoy a mega-dividend or bought shares through a tender, some investors would have benefited from the tax credit.

Though the buy-back is positive for National Power, investors should currently be wary of buying either of the generators' shares. Brokers who are keen to be part of the Treasury's sale have in recent months been pumping out fat notes singing the companies' virtues. Such one-way publicity has arguably already inflated their share prices.

Sony

The 7 per cent fall in Sony's share price in London yesterday is slightly odd. The Japanese electronics group's problems with its Hollywood movie studio have hardly been a secret. The massive ¥265bn write-off is actually good news. By clearing the decks, Sony is signalling its determination to get a grip on the former Columbia Pictures. The studio's new management should be able to put an end to the extravagance that led to such spectacular flops as Last Action Hero. Columbia still enjoys a strong distribution network and picture library. Its share of US box office takings has collapsed below 10 per cent but it is hard to see it falling much further.

There is no denying, though, the disastrous investment Columbia has been for Sony. The hoped-for synergies between consumer electronics hardware and software have failed to materialise. The Japanese group has also been the wrong parent for such a "talent" business. It rightly recognised it knew little about the business, but then gave the studio's top management such a free rein that they lost masses of money. Now it risks keeping such tight control that it drives the talent away. This is not a feature of Sony's Japanese nationality: look at General Electric, the US conglomerate, and its unhappy experience with broker Kidder Peabody.

UK generators

The British government initially had qualms over allowing the electricity generators to buy their own equity as part of its £4bn share sale next year. The Treasury feared such a move might compromise its goal of wider share ownership. But the Treasury's qualms were swept aside once it appreciated how buy-backs should benefit the exchequer. By cancelling shares, National Power and, possibly, PowerGen will enhance earnings per share, so increasing the price the government can demand for its stakes. That price should be further supported by the fact that there will be

BCCI creditors give backing to new compensation deal

By Jim Kelly, Accountancy Correspondent

The prospects of a settlement for creditors of the collapsed Bank of Credit and Commerce International rose markedly yesterday when dissident victims welcomed revised proposals from the liquidators.

The BCCI Depositors' Protection Association (DPA), which helped block an earlier agreement, said it would sign the new one based on a \$1.8bn contribution from the government of Abu Dhabi.

BCCI was shut down in 1991 with liabilities of up to \$10bn after the discovery of the world's biggest banking fraud. Its assets may be as much as \$4bn.

The liquidators, the accountancy firm, Touche Ross, said the new agreement had been considered by BCCI creditors' committees in London, Luxembourg and the Cayman Islands and "unanimously approved by those who voted".

The depositors' association said it wished to end delays caused by court appeals. It pointed out that the new agreement, unlike the original, allowed creditors to pursue claims against the Abu Dhabi government.

Before an agreement can be completed it must be passed by courts in three jurisdictions. The liquidators said yesterday the case would be heard in London on December 13; in Luxembourg on November 30 and December 1; and in the Cayman Islands on January 11-12 1995.

Under the new agreement Abu Dhabi, the main shareholder of BCCI, will pay \$1.55bn after the successful completion of the court hearings, \$150m 24 months later, and \$100m 36 months after completion.

"The DPA believes that the new agreement represents a significant improvement on the old agreement and vindicates its opposition to the old agreement," said an association official.

Referring to claims against Abu Dhabi, the association said: "The DPA hopes that such actions will be pursued and is investigating the formulation of such a claim."

Representatives of the DPA, which has 200 members, fought the original agreement in the courts in London and Luxembourg. The agreement was blocked on appeal in Luxembourg in October 1993.

"The liquidators must now commit themselves to payment of an initial dividend of no less than 20 per cent by July 5 1995," the DPA said yesterday. Estimates of the final dividend payable range from 30 per cent to 40 per cent.

The liquidators made it plain yesterday that an interim dividend depended on the courts and the calculation of the number of creditors and total assets.

Emu 'possible by 1997'

Continued from Page 1

challenge" ahead, Mr Ravasio said, but it was not too optimistic to believe that several countries could do so by the end of 1996.

Mr Sir Leon Brittan, the EU's trade commissioner and a former senior UK minister in the Thatcher government of the 1980s, warned the British gov-

ernment yesterday that it could not "wish away" the prospect of a single European currency, our Political Editor writes.

In a lecture in the City of London, Sir Leon warned that, whether or not the UK government eventually exercised its opt-out from the single currency, it must participate actively in the preparations for economic and monetary union.

Barclay brothers buy AFG

Continued from Page 1

nesses in the UK with a combined pre-tax profit in the 12 months to the end of July 1990 of £142.6m on a turnover of £1.76bn. Mr Botnar's operations have been in turmoil since Nissan Motor, the Japanese carmaker, took away the Nissan franchise amid a bitter legal battle with effect from the end of 1991.

Nissan UK has been at the centre of Britain's biggest corporate tax fraud.

Last year Mr Michael Hunt, a director of NUK, was sentenced to eight years in prison for conspiring at NUK to defraud the Inland Revenue of \$56m in corporation tax.

An arrest warrant was issued for Mr Botnar, but he has never returned to the UK.

FT WEATHER GUIDE

Europe today

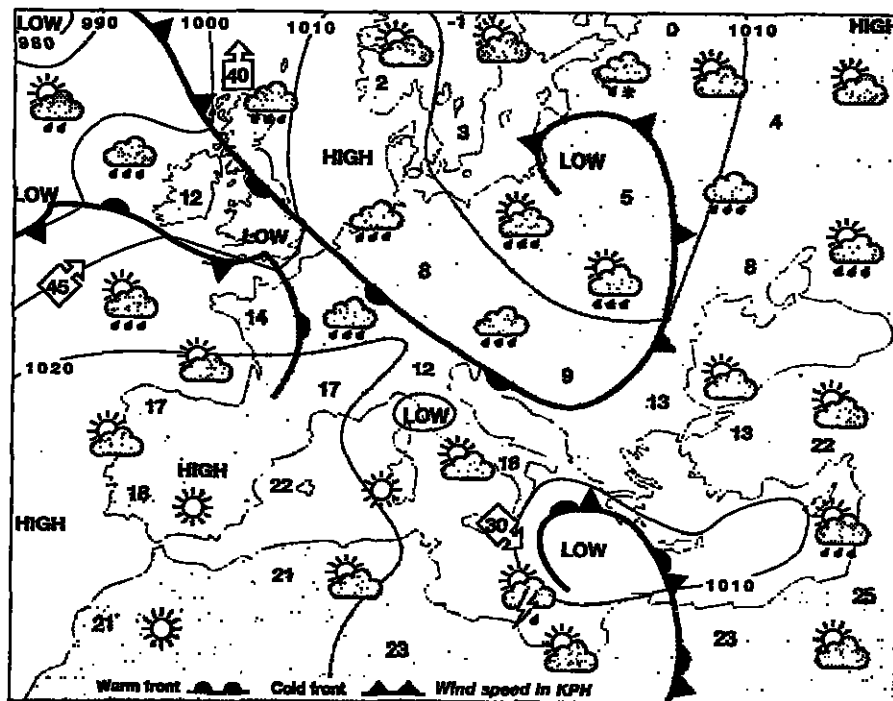
A series of low pressure systems will flow into north-western and central Europe, causing heavy rainfall from the southern British Isles to Hungary. Temperatures will rise to 10C-16C along the Atlantic coasts.

Conditions will be cloudy from Poland to Russia with scattered showers and snow north of Moscow. The eastern Mediterranean will have unsettled conditions, with heavy thunder showers, especially over Greece, southern Turkey and Cyprus.

The northern Balkan states will be cloudy and cool, with scattered showers in the north. Scandinavia will be dry but chilly.

Five-day forecast

The British Isles will continue to be wet, while Scandinavia will become damp and warmer on Saturday. There will be rain from Denmark to north-western France. Central Europe will become dry with sunny spells, while conditions in the eastern Mediterranean will remain unsettled.



Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

TODAY'S TEMPERATURES

	Maximum	Minimum		Maximum	Minimum		Maximum	Minimum
Abu Dhabi	31	21	Cardiff	12	9	Paris	17	14
Akron	32	21	Casablanca	18	15	Rangoon	34	24
Algiers	21	10	Chicago	23	9	Reykjavik	15	10
Amsterdam	10	8	Cologne	22	9	Rio	32	18
Athens	18	16	Dakar	33	21	S. Francisco	13	13
Atlanta	17	17	Dallas	18	11	Seoul	29	23
B. Aires	28	24	Dubai	31	21	Singapore	29	23
Bham	13	13	Dublin	14	10	Stockholm	9	9
Bangkok	33	23	Edinburgh	10	7	Sydney	24	20
Barcelona	18	18	Geneva	14	10	Taipei	20	16
			Hong Kong	27	21	Tokyo	16	16
			Houston	24	15	Toronto	7	7
			Jersey	15	11	Vancouver	8	8
			Kuala Lumpur	34	24	Vernon	11	11
			Las Vegas	24	17	Vienna	9	9
			London	14	10	Warsaw	16	16
			Luxembourg	14	10	Washington	16	16
			Lyon	14	10	Wellington	16	16
			Madrid	22	18	Winnipeg	4	4
						Zurich	8	8

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RECRUITMENT

JOB: Machines are changing our social order by freeing up the human brain

Why not simply stop working?

Why do we work? When ever I ask myself this question, which is frequently, the obvious and simple answers come to mind, such as to feed and clothe the family. It is, however, a question usually addressed privately because it is not easily voiced openly in a society where unemployment is rife and where work has become the chief focus of human activity.

It was heartening to hear last week, therefore, someone not only attempting to answer this question historically but also examining its broader implications. Alain Cotta, professor of economics at Paris Dauphine University, told delegates of Hay management consultants' international conference in Prague that work was a "very new concept", less than two centuries old.

He was speaking about work in the sense of something sought out as an edifying pastime that brought with it social status. Before the industrial revolution only those people with no other choice worked, and the more they worked, the lower their social status. He said: "Social order was then based on a hierarchy inverse to that based on work."

"Work was not even permitted at all at the ultimate summit as this would have meant going against the social status which had been attained," he said.

Only later did the work concept become the key to merit and meritocracy, claiming the status of moral value. "As soon as it was introduced on the social scene by industry, work suddenly claimed all the honours," said Cotta.

He quoted the 19th century German philosopher Hegel's warning that work "suspends desires" and directs energies towards the production of goods. In accepting work in mechanised industry, people were themselves becoming part of the new machine state, taking orders from a chief or boss, something which Hegel called, the Nobel prize winner, once compared to "pigs driven in our flesh", he said.

Hegel's observation that machine would replace muscle and in so doing create machines of people, was right, Cotta concluded, but a new process was taking the transformation further, he suggested,

taking over the nerve cells or neurons. He called it the "neuron prosthesis".

Cotta said: "More than half the people are now employed in sectors where they create, release, transfer, receive and utilise information. The crossing of the frontier between muscle and neuron may have as many consequences as the rise of industry."

Cotta is putting his finger on the information and technological revolution that is overtaking the industrialised world. He is suggesting that work has turned full circle to the point that "people are now looking forward to filling their time instead of producing. Man is trying to free himself from the original painful constraints of work."

He not only points out what many of us have resentfully accepted - that industry has increased the time spent at work, separating people from their domestic and social life - but says that arguments against work today focus not on its duration but on the subordination of individuals to orders.

Here, he may be trailing developments. Far from subordinating the employee, the advent of delayering and empowerment in the workplace has led to the emancipation of the middle manager and is even challenging the influence of higher management.

Cotta identifies the emergence of three groups of people in society differentiated by their relations to work. The largest is the middle class, defined as "all the individuals for whom work remains to be endured and is their only way to earn a living - but not a reason for living". He has no category for the traditional working class.

The second are those excluded from work because of the ever increasing levels of education, qualification and technology, or because they have retired on a pension or excluded themselves voluntarily, living on benefits or private income.

The last group, he says, comprises people who have chosen to work, including those in the professions. While these three social groups are at present stable he asks whether progress may induce further the condemnation of work and

SALARIES, BONUSES AND CAR ALLOWANCES IN CITY OF LONDON FINANCE						
Position	Lower quartile £	Median salary £	Upper quartile £	Average salary £	Average bonus %	Car allowance %
Capital markets head	107,500	130,000	166,000	134,100	127.7	20
Fund management director	94,750	123,299	163,000	127,017	27.6	66
Corporate finance head	93,250	102,000	135,000	110,071	52.3	57
Head of research	80,000	85,000	118,800	105,867	40.9	60
Equity trading head	64,000	87,750	120,000	104,382	73.3	25
Eurobond trading head	76,700	100,000	130,000	108,406	67.1	77
Bond sales head	90,000	95,000	100,000	95,367	38.4	71
Financial director	64,100	78,775	100,000	88,597	26.1	26
Private banking head	73,170	90,500	95,150	85,607	5.3	50
Chief fx dealer	68,000	78,000	94,000	78,699	42.0	36
Money markets head	56,880	68,000	82,725	69,477	39.8	47
Personnel director	53,434	63,250	78,000	65,596	31.7	70
Corporate lawyer	53,000	65,000	70,350	64,793	31.4	89
Data processing director	54,135	69,000	70,000	63,676	20.8	48
Credit manager	36,900	45,000	46,500	42,086	7.4	37
Customer services head	26,430	30,000	35,720	31,134	6.8	20

the attraction of two extremes: exclusion and predilection.

What, asks Cotta, is going to happen to his middle class? "Once the level of development can ensure a decent life where work requires minimal efforts, if not none, its schedules being considerably reduced and made flexible, the charms of the 'exclusion' become more evident. Why not simply stop working?"

Work then, he argues, could once again be a key factor of social evolution. Social dynamics would be motivated by two powerful attractions: "the sentence to death of banks and finance houses. The first three columns show average basic salaries for various rankings in the same type of job, followed by the average basic salary, and then bonus paid as a percentage of basic salary. Finally, the last two columns indicate the percentage of people with car allowances and the average amount."

The full report, price £250, can be obtained from Joe Clark at Suite 2.31, Whitechapel Technology Centre, 75 Whitechapel Rd, London E1 1DU. Tel: 011-375 1397, fax: 011-375 1723.

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Framlington, a leading international investment organisation based in London, seeks to appoint experienced Fund Managers to expand and service its interests in the CIS and Eastern Europe.

Based in these regions, with support from Head Office and local expertise, the appointees will be responsible for identifying investment opportunities through the selection of companies for streamlining or restructuring, and the subsequent monitoring of all investments on a regular basis. This will entail discussion and negotiation at diverse business and political levels.

The ideal applicants will have a strong Venture Capital background, preferably gained within Central and Eastern Europe. A cultural affinity for the region, together with fluency in local languages are key requisites. Ideally aged in their mid to late 30's, candidates should be able to demonstrate the combination of a pioneering, entrepreneurial spirit, together with the practical and diplomatic skills necessary to operate successfully in these regions.

Highly attractive remuneration packages will be offered to the successful candidates. In the first instance please send your CV in complete confidence to:

Adrian de Vere Green
Emerging Markets Search & Selection
(A Division of Global Market Recruitment Limited)
2-9 Masons Avenue, London EC2N 5EP
Tel: 0171 600 4744 Fax: 0171 600 4717



European Legal Counsel

5-10 yrs ppe

Our client is a \$2billion Fortune 500 company operating in the high-technology sector. Headquartered in California, the company employs nearly 10,000 people and operates out of more than 40 countries around the world.

The company currently wishes to appoint a Legal Counsel based at its European headquarters outside Amsterdam. This individual will be responsible for legal support for its sales and marketing operations throughout Europe, including subsidiaries, distributors and resellers.

Working as a key member of a small European Legal Department, the position will report to the European General Counsel but will demand close working relationships with local commercial management. We are looking for a lawyer with initiative, flexibility and a demonstrable grasp of business priorities. Language skills would be a distinct advantage, as would experience of EC law.

Interested applicants should contact Fiona Campbell at the address below. All enquiries will, of course, be treated in the strictest confidence.

Alderwick Peachell

Alderwick Peachell Limited, Recruitment Consultants, 125 High Holborn, London WC1V 6QA. Tel: 0044 71 404 3155. Fax: 0044 71 404 0140.

FINSBURY CONSULTING LIMITED

RELATIONSHIP MANAGER **£360K**

Major European bank with a well established London presence requires a Manager for its UK multi-national corporate division. Candidates should be professionally qualified, able to demonstrate a successful career to date and possess the ability to use existing achievements as a platform for further growth.

PROJECT FINANCE **TO £40K**

Leading international bank with an established high-profile global presence in project finance is seeking to strengthen its London team. Ideally aged between 25 and 35 the successful candidate will be a graduate and have perhaps 5 years relevant experience encompassing negotiations, syndications and loan arranging.

SOVEREIGN LENDING **TO £40K**

Top tier bank wishes to expand its sovereign risk team. Preferably a graduate with well developed credit assessment skills, you should have 3 years experience covering agency, sovereign and syndicated lending with a successful track record to date plus the potential to progress into a front-line role within 2 years.

CORPORATE BANKING **£330K**

The leading team at this major international bank is expanding its coverage among the top 500 UK corporates and now requires an experienced analyst to support a newly-appointed senior manager. You will ideally be the product of a cloning bank graduate development programme with particular strengths in risk assessment and client interface.

Please apply to Anne Langdon or Andrew McGeachy at:
Finsbury Consulting Ltd.,
16 City Road, London EC1Y 2AA.
Tel: 011 628 9421 Fax: 011 256 9279

RISK PUBLICATIONS

Senior editorial positions

Risk Publications, based in London, Chicago and Hong Kong, embraces the magazines Risk, Balance Sheet, Energy Risk and Emerging Markets Investor, as well as conferences, directories and books.

Because of further expansion, we need three people for high level editorial positions. Knowledge of the whole financial markets and an ability to communicate specialist information in a clear and informative way is essential for all three. For one post knowledge of treasury or risk management within bonds would be an advantage; for the second, knowledge of the energy markets would help; for the third, proven journalistic ability and experience, including writing, commissioning and editing skills, are more important than specialist knowledge. The first two posts might suit people with direct experience in a relevant industry sector who possess the ideas and drive to develop recently launched publications. Foreign travel. Competitive salary.

Send cv and covering letter to Helen Hunter, Risk Publications, 104-112, Marylebone Lane, London W1M 5RJ. Mark envelope "Editorial".

PROJECT FINANCE MANAGER OIL & GAS INDUSTRY

COMPETITIVE PACKAGE **LOCATION**
INCLUDING BONUS **KENYINGTON, LONDON**

Position is a medium sized contractor active in the oil & gas production and refining sector. The company operates mainly in the Middle East and former Soviet Union where it has carried out several successful projects.

Applicants should have a banking or business studies qualification and five to ten years relevant experience. The successful candidate must demonstrate knowledge and experience of a wide range of financing methods including Limited Recourse Finance and counter trade and their deployment on oil & gas projects, particularly in the former Soviet Union.

The selected candidate will work with a small Business Development Team. He must be flexible and take a hands-on approach to the preparation of financing studies and proposals.

Interested candidates should submit their CVs to:
Mandy Campbell, Petrobank UK Ltd., 346 Kensington High St., London W14 8NS.

GLOBAL PRIVATE BANKING

BUSINESS DEVELOPMENT

MANAGER

Birmingham

Founded in Canada in 1869, Royal Bank of Canada is Canada's leading financial services institution and one of North America's largest banks with total assets of C\$172billion at July 1994. We have offices in key financial centres throughout the world, providing access to a wide range of financial services to customers in over 100 countries.

The mission of the Global Private Banking team is to enhance the well being of our clients by preserving and enhancing their wealth. The role of the Global Private Banking Business Development Team is to assist in the mission, primarily by securing new clients, but also by active development of products to meet market demands. Both require a close and constructive working relationship with professional intermediaries, such as accountants and solicitors.

Due to continued growth, we seek an additional Manager within the Business Development Team. The position will be based in our Birmingham office, reporting to the Regional Manager, but extensive travel throughout the UK to attend meetings with existing or new intermediaries will be required.

Applications are invited from:

- Graduate qualified accountants or solicitors with at least five years experience, ideally in the areas of taxation, trusts, investment management or banking.
- Candidates should be confident in terms of meeting targets and proven sales skills will be an advantage.
- Computer literacy is desirable.

In return, we offer a fully competitive salary, plus mortgage subsidy, non-contributory pension and life assurance.

Please write in the first instance, enclosing a full CV to Paul Feetum, Regional Manager, Royal Bank of Canada Europe Ltd, 63 Temple Row, Birmingham B2 5LS



ROYAL BANK OF CANADA
EUROPE LIMITED

Would you like
a private Swiss bank behind you
and a great career opportunity
in front of you?

This is an opportunity for candidates with a financial background, not necessarily in sales, to head the UK marketing of a well established private Swiss bank based in their London office.

- | The Bank | The Opportunity |
|---|--|
| <ul style="list-style-type: none"> • A well established private Swiss bank founded over 150 years ago. • Specialises in Personal Asset Management. • Experienced management geared to working with a wide variety of international foundations, trusts and substantial private individuals. • Long term commitment to marketing the investment services of the group in the UK. | <ul style="list-style-type: none"> • To market the investment services of a well established private Swiss bank in the UK. • To raise the group's profile amongst solicitors, accountants, IFAs and high net worth individuals. • To capitalise on your experience in the financial arena and your ability to handle clients. • To make the most of the group's long term commitment to marketing. |

If you feel this opportunity might suit you, send your CV with a covering letter to:
Box No A2197, Financial Times, No 1 Southwark Bridge, London SE1 9HL.

IMPRESSION MANAGEMENT

EUROPEAN INSURANCE RESEARCH

Our client is an independently-owned, international investment banking and stockbroking firm, with an unrivalled reputation for its investment research within the European and US markets.

The firm is currently seeking a Senior Investment Analyst with a background in research analysis in the insurance banking sectors.

The ideal candidate will be a graduate, with possibly a business or professional qualification, and should have several years experience with a broker fund management house or within the insurance industry. He/She should have exceptional analytical expertise, excellent written and oral communication skills and the flexibility to work effectively within a small team.

There is a need for a high degree of fluency in business-based computer applications and the ability to produce concise reports, with a clear and reasoned investment conclusion.

This is an exceptional opportunity for the right individual with a keen interest in the insurance sector and the determination to succeed within an established and rapidly-growing firm.

Remuneration will reflect our client's ambition to attract a candidate of the highest quality and includes a highly competitive basic salary, performance related bonus and benefits package.

To apply, please write or contact Jonathan Evans at the address below.

Sammons Associates, Executive Search & Selection
 Poupert House, 46 Fish Street Hill,
 London EC3R 6BR
 Telephone office: 071 895 8750 Fax: 071 623 6011
 Telephone home: 0323 833846 Fax: 0323 833983



PRODUCT MANAGERS

Strategic direction.
Global focus.

INNOVATIVE, DYNAMIC AND FORWARD-THINKING, Cedel is responding to today's INTERNATIONAL FINANCIAL MARKET AND SHAPING ITS FUTURE. OUR BUSINESS IS THE GLOBAL CLEARING AND SETTLEMENT OF FINANCIAL TRANSACTIONS, INCLUDING SECURITIES LENDING/BORROWING AND CUSTODY SERVICES. WE HAVE HEADQUARTERS IN LUXEMBOURG, OFFICES IN THE WORLD'S MAJOR FINANCIAL CENTRES AND OVER 500 STAFF.

We have a clear direction for future growth. Key to our plans is the appointment of Product Managers in the following business areas:

* Securities Lending

Your role will involve the research, strategic development and management of our borrowing and lending business, including the roll out plan into domestic markets.

* Securities Database

Your objective will be to investigate and identify improved pricing and information services consistent with database requirements in support of our custody services business.

* New Issues

You will develop a strategy and manage the resources involved in identifying, developing, testing and delivering new issue activities.

* Custody

You will provide the strategic and management expertise to facilitate the development, launch and review of custody products and services.

For all positions, we are looking for people with well-rounded industry experience, ideally gained in a global environment. A detailed knowledge of your specialist market is mandatory. A familiarity with IT systems is important while fluency in a language other than English would prove useful.

In return, we offer the opportunity to work in an exciting international environment. The remuneration packages are extremely attractive. You will be based either in Luxembourg or London, although some international travel is to be expected.

To apply, please send your CV along with a covering letter and recent photograph, quoting reference FT 16/11, to Cedel Human Resources Department, 67 Bd Grande-Duchesse Charlotte, L-1331 Luxembourg.



Our people make the difference

NEWTON

Pension Fund Marketing Pooled Pensions

Our client, Newton Investment Management is one of the UK's most successful fund managers, with plans to merge soon with Capital House Investment Management which will create a new company with £8 billion of assets under management. Following strong growth in its pooled pension business a senior marketing professional is now sought to join the pooled pension fund team based in the City.

Your brief will involve making presentations to existing and potential clients and to professional intermediaries. You will also be involved in initiating and implementing new strategies for product development and promotional literature.

The successful candidate is likely to be aged over 30 and able to demonstrate a record of excellence in winning new business in the UK pension fund marketplace. With a background in investment, you must possess outstanding communication and presentation ability. Particular importance will be attached to your marketing skills.

Remuneration will include a highly competitive basic salary and bonus scheme with a fringe benefits package. In the first instance, please send a full CV including salary details quoting reference 1063 to Fiona Law at FLA Ltd, 211 Piccadilly, London W1V 9LD. Tel: 071-738 9732.



SEARCH, SELECTION
 AND CONSULTANCY
 SERVICES

Who better to work with in the world's largest untapped market?

Substantial Package The City

At Moscow Narodny Bank, we're entering what promises to be one of the most exciting periods of business growth in our Trade Finance area.

The reason is simple.

As a British bank - with 75 years' experience in the City and a unique network of contacts across Russia and the republics of the former Soviet Union - we are better placed than any of our competitors to maximise business and minimise risk in the world's largest untapped market.

Using our knowledge of key niche markets and launching innovative new services to meet our clients' needs, we have laid the foundations of a potentially very lucrative - and already profitable - East-West trade portfolio.

Concentrating on Trade Finance and Countertrade, you will play a high-profile role in the Bank's business development, both

in Western as well as Eastern markets. In addition, you will be able to identify strategic opportunities as well as lead and motivate a professional team.

To hold your own at senior-level negotiations around the world, you'll need strategic ability and strong technical understanding, derived from at least 10 years' Trade Finance experience. A proven presenter, you should also be able to take a broader view, establish your credibility quickly and communicate ideas persuasively.

In return, you'll enjoy a level of remuneration and career opportunity which more than match those of our competitors.

To apply, please write with full career details - stating your current salary and benefits package - to John Glover, Assistant General Manager - Human Resources, Moscow Narodny Bank Limited, 81 King William Street, London EC4A 3JS.

Moscow Narodny Bank Limited

The Bank for East-West Trade.

Senior Manager

Private Placements

Middle East

The HSBC Group is one of the largest banking groups in the world. The Group employs around 100,000 staff in over 3,300 offices worldwide, of which some 600 are in Asia.

A highly profitable Middle Eastern associate of HSBC, which provides a wide range of products and services through a network of branches, has recently created this new position for a Senior Manager, Private Placements, reporting to the Head of Private Banking.

From your Middle Eastern base, you will be responsible for identifying and marketing placement opportunities to high net worth and institutional investors. Although initially relying on leads generated from associates in Asia and Europe, you will eventually draw on your marketing skills to originate your own placement opportunities.

Aged between 30 and 40 and of graduate calibre, you will need at least 6 years' experience in either private, commercial or investment banking - experience which will ideally have been gained in a Middle Eastern client investor environment. It would be an advantage if you were fluent in both English and Arabic.

As well as a salary reflecting experience, you will enjoy normal banking benefits, usual for a position of this type.

Please send your details in writing to John Small, Manager Executive Resourcing, HSBC Holdings plc, 10 Lower Thames Street, London EC3R 6AE. Tel: 071 260 0637. Fax: 071 260 9322. All applications must be submitted by Friday, 25th November.

HSBC Holdings plc

Head of Marketing

Excellent Salary and Bonus Scheme



The Investment Management subsidiary of Singer & Friedlander, the independently quoted Merchant Banking Group, has in excess of £1 billion in discretionary funds under management. The Company currently manages a variety of portfolios on behalf of individuals, charities, pension funds and government bodies.

Due to the organisation's continued success, we now seek to appoint a high calibre marketer to develop its Private Client business.

Our preferred candidate will take up the responsibility of devising the marketing/sales strategy that will drive the division forward. Even though the primary focus regarding the client base will be on UK Accountants and Solicitors, there will be scope to develop the business on an international basis.

Ideally you will be an excellent communicator, negotiator and relationship builder and have a thorough understanding of global equity markets.

This key role provides enormous potential to contribute to the overall business growth of the Company.

For a confidential discussion please contact Patrick Morrissey, Tel: 071-236 2400, Fax: 071-236 0316 or apply in writing to Sheffield-Haworth Limited, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

SHEFFIELD-HAWORTH Consultants in Search and Selection

CURRENCY AND MONEY MARKETS

Senior Market Analyst / High-profile Treasury Team Central London / to £40,000 + car

Our client, a multibillion-turnover plc, has a 30-strong treasury which has established an impressive reputation among the financial community. It is now looking to fill this key position.

Initially, you will be a member of the team responsible for managing the group's exposures and dealing activities across both money and currency markets with an emphasis on foreign exchange.

This role requires an in-depth knowledge of foreign exchange and related treasury instruments. In addition, an awareness of, and interest in, the oil/gas commodity

and related derivative markets would be an advantage.

A graduate, ideally in a numerate discipline, with strong analytical skills, you should have at least two years' experience in either corporate treasury or the financial or commodity markets.

Please send your full cv which will be forwarded to our client unopened. Address to the Security Manager if listing companies to which it should not be sent. Write to Ref: TS17/FT, PA Consulting Group, Advertising and Communications, 123 Buckingham Palace Road, London SW1W 9SR.

London (071) 730 9000 Birmingham (021) 454 5791
 Bristol (0272) 294561



Creating Business Advantage

Manchester (061) 236 4531 Edinburgh (031) 225 4281
 Glasgow (041) 221 3954

COMMERCIAL BANKING EXECUTIVE

N M Rothschild & Sons Limited is a leading international merchant bank with a strong reputation for the quality of its corporate financial services. The Banking Division is currently expanding its corporate lending activities to take advantage of an increasing number of business opportunities. Consequently there is an opportunity for a young commercial banking professional to join an established London-based team.

The appointment offers excellent scope for career development. From the outset, the successful candidate will have significant personal responsibility for existing clients: there will be increasing involvement in marketing services to clients. As well as challenging opportunities in areas such as syndicated loans, MBO finance, and acquisition finance, the Division provides progressive and structured training to help Executives develop their expertise and prepare for greater responsibility.

Candidates will be graduates with not less than two years' commercial banking experience. Credit analysis skills will be important, together with the ability to write lucid reports. The role involves working closely with existing and prospective clients as part of a close-knit team. Initiative, good communication skills and interpersonal qualities are vital.

The remuneration package will not be a limiting factor for the right candidate.

In the first instance, please send a full curriculum vitae (indicating present remuneration) in the strictest confidence, to Sara Greve, Personnel Manager, N M Rothschild & Sons Limited, New Court, St Swithin's Lane, London EC4P 4YU.



N M ROTHSCHILD & SONS LIMITED

YOUNG SYNDICATIONS MANAGER

Salary £40-£50,000

This major international bank seeks a banker aged 28-33 years able to source and sell down major sovereign/commercial lending transactions.

TAX BASED STRUCTURED FINANCIERS

Salary £35-£60,000

Several prime UK banks urgently seek marketing orientated "commercially aware", tax solicitors or ACA's experienced in a combined structured finance, capital markets, derivatives, client advisory, product development role.

UK MIDDLE TICKET LEASING

£30-£40,000

Several City vacancies for graduates formally trained in credit evaluations documentation etc. coupled with the ability to source structure and close deals (£1-£10M +). Age range 27/35 years.

PROJECT FINANCE MANAGER (ENERGY)

Neg £45,000

Graduate banker aged c30 years with in-depth analysis/computer modelling experience plus several years negotiating skills.

ECONOMISTS X 2

£40-£50,000

Two major UK fund managers (£20 B. +) require No. 2 economists to provide economic advice to CIO's. Will be educated to MSc and with a macro bias, to complement a wide range of investments. Securities/AM experience essential.

JUNIOR FI FM/ECONOMIST/BOND ANALYST

£30-£35,000

UK FMs seek the above to train as a Fund Manager. Research bias essential. Ideally in short term investments.

INDEX MATCHING FUND MANAGERS

To £45,000

Two roles exist on passive funds covering UK and International indexes. Working within benchmarks candidates will implement tactical asset allocations, deal heavily in equities and index derivatives and understand stock lending. Three years management of funds experience essential.

SPOT & FORWARD FX DEALERS

£V.Neg

We urgently seek applicants experienced in the above mentioned in all currencies but especially EMS.

FIXED INCOME BOND SALES

£Highly Neg

Several clients seek bond sales people with 2 years plus experience selling to institutions in Europe/UK.

Detailed CV's to BRIAN GOOCH or EDWIN LAWRIE

OLD BROAD STREET BUREAU
Search & Selection Consultants

65 London Wall, London EC2M 5TU
Tel: 071-598 3991 Fax: 071-588 9012



**Qatar General
Petroleum Corporation**

QATAR GENERAL PETROLEUM CORPORATION (QGPC) is the national oil company of Qatar with its head office based in the capital city of Doha. QGPC is a large progressive organization with a successful history in the hydrocarbon industry and an exciting programme of developments including the world's largest proven gas reserves. The North Field. These development plans now call for a number of high calibre professionals to fill the following key positions:

MANAGER CORPORATE FINANCE

Duties

The successful applicant will report to the Director Finance and will manage the activities of 15 staff involved in:

- Computer modelling of the long-term capital requirements of the Corporation's multi-billion dollar oil and gas projects, joint ventures and investments; identifying sources of finance including revenue, bank loans, and export credits; structuring and negotiation of packages with financial institutions; interfacing with financial advisers; monitoring and controlling drawdowns; and checking, approving repayments, and
- Consolidation and analysis of group accounts.

Qualifications

Candidates must have a university degree (ordinary masters or doctorate) in economics, accounting or a related field. Professional accounting status (chartered or certified) is desirable.

Experience

A strong background in management, major project financing, the oil and gas industry, and energy accounting is required. The successful candidate will have worked for an oil and gas major and/or a major bank involved in large oil and gas project financing at a senior level for 10-15 years. Ref. FIN01.

THE COUNTRY

Geographically, Qatar is a peninsula projecting into the Arabian Gulf, with a warm coastal climate. Whether you are playing golf, relaxing on our beaches, joining in a range of sports offered at our clubs or just savouring the warm welcome and the enjoyable way of life, you will find that Qatar is the undiscovered pearl of the Middle East. This forward progressive, independent state is one of the most accommodating to the western culture where wives and families are encouraged to participate fully in the community. This together with the very obvious financial rewards, add up to one of the most attractive packages currently available in the Middle East.

EMPLOYMENT PACKAGE

The rewards, like the challenges, are substantial. All posts offer tax free salaries on long term contracts, free spacious air-conditioned accommodation, free medical and dental care, children's education assistance, generous annual leave (with paid air fares), transport allowance and heavily subsidised sporting and social facilities. Candidates who must have the appropriate qualifications and experience to be considered should send their resumes with a covering letter showing how they meet the specific requirements of the position applied for. They should quote appropriate Reference Number, details of current salary, date of birth, availability and contact telephone/fax. All applications should be sent to our Representative at the following address:



**ROUSTABOUT
PUBLICATIONS LTD.**

Denise Davidson, QGPC Advertisement,
Roustabout Publications Limited, Suite 5, International Base,
Greenwell Road, Aberdeen AB1 4AX, United Kingdom.

ENRON

Enron Corp. is the largest integrated natural gas company in North America with a growing worldwide asset base of approximately \$11 billion and over 7000 staff. Enron Europe is part of the Enron Capital & Trade Resources group and is responsible for providing value-added merchant services to its customers in all stages of the Energy chain from production and logistics to marketing. The Company is committed to develop innovative products in the natural gas, gas liquids and electricity markets and invest with its customers to enhance their methods of doing business.

MANAGER / DIRECTOR ENERGY SERVICES

The position will play a key role in the future growth of the Company by identifying, developing and closing new market opportunities. It will involve working closely with customers and suppliers to maximise the business development potential of the Enron Team as a whole.

The successful candidate must possess sound academic credentials with at least 5 years of relevant experience, demonstrating facility with technical and financial issues (including Derivative products) preferably within the energy industry, and proven ability to aggressively identify and close on opportunities.

The successful candidate will have the highest degree of initiative, be able to rapidly identify/evaluate new opportunities utilizing sound commercial acumen and be capable of implementing strategic decisions that will increase overall company performance. A broad experience in European markets preferred.

ANALYSTS

The Company is seeking Analysts to provide analytical support to the commercial departments. Based in London and reporting to the President, you will develop detailed analytical spreadsheets (Excel based) relating to projects, customers or markets. You will provide regulatory, risk management and pricing and proposal analysis. The position is rotational and you could initially be placed within one of the growing business units of Energy Supply, Marketing, Trading, Risk Management or Finance & Accounting. Each assignment will last approximately a year.

Highly motivated, self-starters, the successful candidates will possess an engineering or business related degree from a top university with a minimum of 1 years experience in industry or financial services.

Enron offers a progressive salary and flexible benefits package, including a share ownership plan. Interested parties should send a detailed CV with current salary package, to arrive no later than 28th November, to:
Human Resources Department, Enron Europe Ltd., 34 Park Street, London W1Y 3LE

LONDON BASED OIL TRADING COMPANY seeks

EXPERIENCED OIL TRADE MANAGER

A competitive remuneration package (including commission and benefits) is offered to the right candidate who will be fluent in Russian and have experience of trading oil/oil products on CIS markets.

Apply to:

Box A5502, Financial Times,
One Southwark Bridge,
London SE1 9HL

TRAINEE INVESTMENT MANAGER

A trainee investment manager is required for our European Equities department. Applicants must be a graduate with a minimum 2.1 degree, be fluent in a European language (other than English and French), numerate with an analytical approach and have good oral and written communication skills.

The successful applicant will be expected to undertake courses of study to meet IMRO's minimum requirements and a further investment related professional qualification. Previous experience in the financial services sector is not a prerequisite.

Written applications, attaching a curriculum vitae and including current salary, should be received by 5pm on Friday 25 November 1994 addressed to:

Mrs L A Loomes
AIGAM International Limited
1/11 Harbour Yard, Chelsea Harbour, London SW10 0XD
Member of IMRO

STRICTLY NO AGENCIES

PARTNER EXECUTIVE SEARCH GLOBAL FINANCIAL MARKETS

ACHIEVE INDIVIDUAL COMPENSATION UNRIVALLED
IN THE EXECUTIVE SEARCH INDUSTRY

The Tallis Group is an independent executive search firm that works for a select number of investment banks and asset management companies on a range of London-based and international assignments. It has a reputation for producing a high quality level of service in a competitive environment.

There is an opportunity for a Partner to join this busy practice. You will have a number of years' experience of executive search (not selection) in relevant financial markets and as such will be achieving a consistent level of personal billings.

Find out more by contacting in strictest confidence,
Edward Clark, Chief Executive,
The Tallis Group,
95A Chancery Lane, WC2A 1DT.
Tel: 071 430 1247



APPOINTMENTS WANTED

COMPANY DOCTOR Ex. PLC Chairman

Internationally experienced with extensive entrepreneurial background across widely diverse business sectors - engineering; construction; oil; FMCG manufacturing; leisure etc., excellent interpersonal skills; first class team leader and motivator.

Skilled top-level negotiator - sales & marketing; financing, acquisitions; mergers etc., Central London based. Interesting and challenging assignments welcomed - any location.

Write to: Box A2127, Financial Times,
One Southwark Bridge, London SE1 9HL

BANKING RECRUITMENT

Credit Officer

£25-30,000

An outstanding opportunity to join one of Europe's most prestigious banks. The role will involve analysis and recommendation/approval, with delegated authority, credit proposals on structured products and special counterparties. This will include all aspects of credit exposure management, particularly relating to new products/exceptional transactions. The successful applicant will be a resilient, self confident individual with excellent communications skills and 4-5 years experience gained in a Securities environment.

Corporate Banking

£60-70,000

Our client, a well established International Bank, is looking to recruit a senior manager with experience of marketing to top UK and European corporate clients. Currently working for an international or clearing bank, candidates will have a proven track record of successful business development and the necessary drive and enthusiasm to build and eventually lead a team.

Please write in confidence including details of current remuneration package or telephone Peter Brooker, Associate Director.

Senior Swaps Marketing

to £100,000

We have been engaged by a highly progressive International Bank which is committed to expanding their Swaps Marketing department. They require quality candidates with a first class established client base to take responsibility for the advancement of its sales capabilities in a complete range of products. The remuneration package is highly negotiable together with a performance related bonus.

Proprietary Trader

£80-100,000

One of the world premier Merchant banks requires an experienced Proprietary Trader. The ideal candidate will have extensive trading knowledge of all fixed income products and will be familiar with using complex hedging strategies. This is an exciting opportunity for a motivated individual as the position comes with a highly competitive remuneration package as well as long term career advancement into a Senior Management role.

Please write in confidence including details of current remuneration package or telephone Mike Chilton.

GORDON BROWN & ASSOCIATES LTD RECRUITMENT CONSULTANTS

4th Floor, 2 London Wall Buildings, London EC2M 5PP. TEL: 071-628 7601 FAX: 071-638 2738



Gordon Brown

FIXED INCOME SALES

To £75,000 + Substantial Benefits

A highly respected City bank requires a Sales Person to supplement the expanding Fixed Income division. The successful individual should have a strong academic background coupled with at least two years multi-currency, UK or German institutional sales experience.

CONVERTIBLE/WARRANT TRADERS

£ Highly Competitive

We are acting on behalf of a major international Banking Group who currently seek two convertible/Warrant Traders. Candidates, aged 25-30, should possess in-depth technical expertise together with two to four years relevant trading experience.

Please contact Keith Snow.

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP Tel. 071-623 1266 Fax. 071-626 5259

JONATHAN WREN EXECUTIVE



CRÉDIT AGRICOLE

OFFICER/ASSISTANT MANAGER COMMODITY AND TRADE FINANCE

Salary Negotiable

Due to increasing business we wish to create a new position in our Commodity and Trade Finance Division.

Prime responsibilities will be the support of the marketing team. The successful applicant will have the ability to analyse risks from a credit and transactional perspective in order to prepare credit proposals and facility/security documentation. A sound understanding of the financing tools used in secured transactional finance is paramount, coupled with a comprehensive knowledge of the workings of the London and US commodity terminal markets and the various hedging techniques available.

The ideal candidate will probably be aged between 28 and 35 and currently working in a similar environment. A basic knowledge of French is desirable.

To discuss this excellent opportunity please contact our retained consultant Nick Lacey-Huibert of Williams Wingfield Ltd through whom all responses will be channelled.

Williams Wingfield Ltd, Search & Selection Specialists
Astral House, 125-129 Middlessex Street, London E1 7JF
Tel: 071-623 9493 Fax: 071-626 1263

**Williams
Wingfield**

Emerging Markets Trader

US Investment Bank

£ Excellent

Our client is a highly successful US Global investment bank with an impressive track record in the emerging markets arena. They are currently looking to develop their emerging markets trading desk with the recruitment of an experienced LDC Debt and Equity trader. The successful candidate will be responsible for developing and executing trading and positioning strategies in emerging market debt and equity. There is a particular emphasis on the fixed income markets of Eastern Europe, Turkey and Morocco and the equity markets of Eastern Europe, Africa, Turkey and Greece. There is also a concentration on the external debt of Latin America, Eastern Europe and Africa. Candidates should possess:

- Specific recent involvement in the local debt markets of Turkey and Morocco.
- Experience of the equity markets of Turkey, Greece and Morocco.
- A strong quantitative background with highly developed analytical and credit skills
- Fluency in French and Turkish.

This is an excellent opportunity for a talented and ambitious trader to develop their career in a well respected global institution. Interested candidates should contact Gavin Stirling at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH.

All applications will be treated in the strictest confidence.



Michael Page City
International Recruitment Consultants
London Paris Frankfurt Hong Kong Sydney

Emerging Markets Analyst

London

£ Excellent

Our client is a major US banking institution with an enviable reputation within the Emerging Markets arena. They have a dynamic and aggressive approach to developing their business on a global basis. Recent expansion has created an opening for an EMERGING MARKETS ANALYST to join a highly successful desk.

The successful candidate will be responsible for researching the debt and equity markets primarily of Russia but also with emphasis on Eastern Europe and Africa. Candidates will be expected to develop positioning strategies in these markets.

Candidates should possess:

- A minimum of 12 months experience of emerging market research.
- A strong quantitative background and highly developed analytical skills.

- Specific experience of the Russian debt and equity markets. Candidates should also have a direct knowledge of Russian financial instruments (GKO's Ministry of Finance Bonds and Ruble/USD futures).
- A degree from a well regarded University with a significant focus on finance and accounting.

This position represents an excellent opportunity for forward thinking and dynamic individuals to join a premier global investment bank with a highly successful emerging markets group. Interested candidates should write to Gavin Stirling, Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Telephone 071 831 2000.

All applications will be treated in the strictest confidence.



Michael Page City
International Recruitment Consultants
London Paris Frankfurt Hong Kong Sydney

European Public Sector Analyst

London

Attractive Package

Our client is a global financial services institution which has a reputation for excellence. The London office is expanding due to growth in demand for its services and this has created an opportunity within the Public Sector Group.

They now seek an individual to analyse and evaluate the financial health and credit quality of regional and local governments and other public service providers in fields such as housing, healthcare and education, throughout Europe.

The work will involve meeting regularly with senior government and agency officials and following sectoral developments. Additionally, to successfully evaluate the various public sector entities, the candidate will need to analyse their financial performance, their efficiency and effectiveness and the policy environment in which they operate.

The successful candidate will be a graduate, preferably in public policy studies, economics or finance with some public sector experience. Due to the high profile of the role, applicants must have excellent written and oral

communication skills, strong interpersonal skills and be a confident self-starter. Basic financial analytical skills are essential and European language skills, particularly fluency in Italian, Spanish or German, would be of benefit.

This is an exciting position for someone with a keen interest in new approaches to the financing of government and public services.

There are several avenues for diversification within the role and for the right individual, good progression in terms of responsibility and position is anticipated. Eventual relocation to other European offices may be a possibility.

Our client will offer an attractive remuneration package based on a generous basic salary which will entirely reflect experience.

Interested applicants should contact Karina Pletsch on 071 831 2000 or write enclosing a curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 071 405 9649.



Michael Page City
International Recruitment Consultants
London Paris Frankfurt Hong Kong Sydney



PLA Supervision Review Team Member

The Securities and Investments Board's wide ranging responsibilities as lead regulator under the Financial Services Act include overseeing the activities of the Personal Investment Authority - the newly formed main regulator for the marketing of retail investment products and services to the general public.

SIB has a new supervision department dedicated to ensuring that PLA delivers high standards of investor protection and regulation. SIB now wishes to appoint a member for the review team within this department. Reporting to the team manager, responsibilities will include:

- Critical review of regulatory procedures and activities across the breadth of PLA.
- On-site assessment of PLA's monitoring and enforcement activities, including participation in visits to member firms.
- Contribution to both the development of policies and procedures for review and of standards for cost effective regulation.

This review unit complements and informs a supervision unit which assesses PLA's management

plans, performance against plans and the openness and adequacy of its policies and resources for fulfilling its regulatory functions.

Applicants should be at least of graduate calibre, may have a legal or accountancy background, or a relevant industry qualification, and should have experience of or familiarity with some of the following areas:

- FSA compliance in retail financial services (whether in the industry or in regulation).
- Retail financial services and markets.
- Private customer portfolio management.
- Training and competence.

An aptitude for critical analysis together with good communication skills, both written and oral, are essential as is a mature personality with sound judgement.

Interested applicants should in the first instance contact Sue Lintern at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference: 208977. Telephone 071 831 2000. Closing Date 28th November 1994.



Michael Page City
International Recruitment Consultants
London Paris Frankfurt Hong Kong Sydney

Equity Derivatives Trader

Leading UK Investment Bank

City

£ Excellent

Our client is a leading investment bank and a recognised leader in the innovation and trading of derivatives products. Their Equity Derivatives Division in particular enjoys pre-eminent status and an excellent reputation for trading and marketing within the global market.

As part of their global expansion strategy and to maintain this premier position, the bank is now seeking to recruit an additional trader who will be responsible for analysing global market trading trends and identifying potential opportunities in the convertible bonds market.

Candidates of interest will have:

- A highly quantitative background and most likely be educated to Ph.D level in mathematics or a related numerate discipline.
- Display in-depth technical knowledge of option theory and exhibit the analytical and mathematical skills necessary to price, trade, hedge and risk manage exotic options.

- Have experience of trading options as principles and exploiting arbitrage opportunities to minimise risk.
- Extensive experience of the design, development and modification of computer models for asset swapping.

This is an excellent opportunity for an ambitious quantitative trader to join a dynamic and innovative environment, and a team recognised throughout the market for their flair and trading excellence. Remuneration, based around a first rate salary is highly attractive and is indicative of the high calibre candidates we wish to attract.

In the first instance, interested candidates should contact Karen Gay at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference 211289. Telephone 071 831 2000. Fax 071 405 9649. Alternatively, send your CV and full salary details to her at the above address. All replies will be treated in full confidence.



Michael Page City
International Recruitment Consultants
London Paris Frankfurt Hong Kong Sydney

APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday

For further information please call:

Andrew Skarzynski
on
+44 71 873 4054

Philip Wrigley on
+44 71 873 3351

Joanne Gerrard on
071 873 4153

Project Finance Manager

Successful multi-national company (£9 billion turnover)
Paris

£ Excellent Package

Our client is distinguished by its company spirit and leading position in most of its activities. Its International Building and Public Works Division can rightfully claim to be one of the only groups to have maintained an increasing level of business with exceptional conditions of profitability.

This division is now expanding its Project Finance Department to take advantage of new business opportunities. Working as part of a small team you will play an active role in all aspects of the deals handled by the group, whose ambition is to provide the all-round financial expertise required to carry out projects from start to finish.

Aged 28/32 you should have a minimum of 4 years International Project Finance experience gained in a well recognised Bank. You will have a strong academic background and outstanding presentation, communication and interpersonal skills. Fluency in French is essential.

This is an exceptional opportunity to work with a market leader where you could benefit from a varied and long term career.

Interested applicants should fax a full CV and current salary details to Alexis de Bretteville (Fax+47573918) or write to Michael Page International, 3 boulevard Bineau, 92594 Levallois Perret Cedex, France quoting ref: ADB10532FT.



Michael Page International
International Recruitment Consultants
London Paris Amsterdam Düsseldorf Frankfurt Hong Kong Sydney

SENIOR OPERATIONS MANAGER

£65-75,000 + Banking Benefits

- Our client has a challenging opportunity within their International Operations area. The goals set for the successful individual will be to continually develop and improve the operations process through the use of modern management methods. The identification of key areas for improvement and the implementation of change through re-engineering techniques will be primary responsibilities. Through strategic reallocation of resources you will strive to streamline and automate many aspects of the operations areas and seek to put in place continual quality initiatives.
- This highly rated Global Investment Bank is without doubt one of the leading participants in the investment field. Due to the diverse nature of our client's business and their complete commitment to the development of their staff, they are able to offer unrivalled career opportunities for the successful individual.
- The suitable candidate will possess a very special combination of skills and experience. You should be aged to 35 and have a wide ranging knowledge of the recognised banking products ie bonds, equities and derivatives. Your track record to date will show positive career progression within a leading financial institution. You must be confident and outgoing with a creative flair and a sense of humour.

For further details regarding both the company and the actual role, please send your Curriculum Vitae in confidence to Antony Regamey and Rupert Harding-Batt at:

Michelangelo Associates, International Search and Selection,
Austin Friars House 2-6 Austin Friars, London EC2N 2HE
Tel: 071 973 0150 Fax: 071 972 0151/2

Michelangelo

BUSINESS ANALYSTS

Equities/Equity Derivatives
Fixed Income/Fixed Income Derivatives
Highly competitive City packages

McGregor Boyall Associates are a specialist selection firm offering integrated recruitment services to the investment banking community. We are currently assisting two major investment banks in their search for business analysts to fulfil the functions outlined below. Each firm has a distinct character which shapes the environment in which successful applicants will work. One is a British investment bank with a global reputation in emerging markets and continuous product innovation. The second is a major international banking force engaged upon a breathtaking expansion of its trading operations in London.

In both business areas a broad and deep product knowledge is mandatory (eg. equity indices, fixed and floating debt, exchange traded futures and options, OTC options, warrants, convertibles, equity swaps, structured products, etc.). Also required, however, is a genuine appreciation and understanding of the contribution made by

IT to a firm's ability to trade successfully. Indeed, the primary task of successful applicants will be to define traders' business requirements and to communicate them effectively to highly talented technologists developing some of the City's most imaginative and powerful trading systems.

These positions, critical and urgent, will only be filled by candidates of the highest calibre - a fact which is recognised by both firms and rewards and career opportunities.

To discuss these positions in strictest confidence, please contact Karen Higgins or Suzanne Atkinson, quoting reference BAFT11, on 0171 - 734 4010. Alternatively, send your CV to us at McGregor Boyall Associates, Sutherland House, 5-6 Argyll Street, London W1V 1AD. Fax: 0171 - 734 1297.

McGregor Boyall

Business & Technology Selection Financial Markets Division

CJA RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 5PP
Tel: 0171-588 3588 or 0171-588 3576
Fax No. 0171-256 8501

CJA
CP TRADER
CITY £40,000-£55,000
+ PERFORMANCE BONUS
MAJOR EUROPEAN BANK

Our client sees sustained demand for Commercial Paper and is upgrading its operation by creating this new position within the existing Asset/Liability Group of the Treasury Department. We invite applications from candidates with a minimum of three years' active trading experience, a knowledge of the investor base and current clearing/back office procedures. The appointed candidate will set up and run a trading and investment portfolio, improve distribution channels, as well as increase the Bank's visibility with potential issuers whilst liaising closely with other relevant parts of the Bank. Remuneration will be negotiable in relation to experience, including a full bank benefits package. Applications in strict confidence quoting reference CPT4996/FT, please telephone 071-638 0680 or fax/write to the Managing Director, CJA.

**SPOT FOREIGN
EXCHANGE TRADERS**

London

Our clients are a major international wholesale bank which is expanding its treasury operation worldwide and now has a significant opportunity for two spot foreign exchange traders to assist them in their strategic objective of growth.

The successful candidates will have a minimum of five years' experience trading major currency crosses. The individuals must be strong team players, having a professional approach and a good knowledge of international banking.

Highly attractive salary plus bonus

Candidates, who will be able to make an immediate contribution to our clients' success, are offered extremely attractive salaries and bonuses, with excellent opportunities for career progression.

Please write with full CV, including salary history and daytime telephone number, quoting reference 3069/FT, to John Sleigh, Phillips & Carpenter, 2-5 Old Bond Street, London W1X 3TB. Tel: 071-493 0156 (24 hours).

Phillips & Carpenter

Selection Consultants

Corporate Finance Director

High Profile Business Development Opportunity

Leeds

£ attractive package

Our client is a long-established financial services group with an impressive client base located principally in the North of England. The corporate finance business of the group has seen significant growth over recent years under new dynamic leadership and a further senior appointment is now proposed in the expanding Leeds office.

The role will involve business development and execution of transactions for public and larger private companies, including advising clients on mergers and acquisitions, MBOs, stock exchange compliance, financial restructuring, as well as flotations and capital raising.

Reporting to the Managing Director the candidate will be expected to establish close and effective relationships with a broad range of corporate clients in the

Yorkshire region. The working style of the Group is collegiate and the appointed candidate will benefit from the support of colleagues in the Group's offices in London and Manchester

Candidates will be well-qualified, graduate calibre, corporate finance professionals, ideally with an established network of contacts in the North of England. Attitude and aptitude are more important than age, which is likely to be 30s to mid 40s. Energy, commitment with clear thinking and communication skills are essential for this outstanding and demanding opportunity.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 94371N on both letter and envelope, and including details of current remuneration and availability

GKRS

SEARCH & SELECTION

PARK HOUSE, 6 KILLINGBECK DRIVE, YORK ROAD, LEEDS LS14 6UF TEL: 0532 484848.
A GKRS Group Company

**Leiter/in der Auslandsabteilung
Österreichische Großbank**

In Österreich sind wir als erfolgreiches Spitzeninstitut mit internationaler Ausrichtung am Wiener Bankplatz bestens etabliert. Die steigende strategische Bedeutung unserer Auslandsaktivitäten bietet nun einer erfahrenen und äußerst ambitionierten Persönlichkeit die Herausforderung, das internationale Engagement unseres Institutes qualitativ noch weiter auszubauen.

Als Direktor/in unserer Auslandsabteilung nehmen Sie neben den üblichen Führungsaufgaben die Gestionierung des gesamten Auslandsobligos sowie die Vertretung unseres Unternehmens auf internationaler Ebene wahr. Basierend auf den existierenden Geschäftsfeldern besteht Ihre Aufgabe in der systematischen Weiterentwicklung unseres Auslandsengagements. Neben einer soliden bankkaufmännischen Ausbildung und einschlägigen Auslandserfahrung sollten Sie gute Kenntnisse des internationalen Kommerzgeschäftes mitbringen. Persönlich erwarten wir von Ihnen ein ausgeprägtes Risikobewusstsein, unternehmerisches Denken und entsprechende Führungserfahrung. Wenn Sie sich von dieser - in jeder Hinsicht interessanten - Entwicklungsmöglichkeit angesprochen fühlen, informieren wir Sie gerne näher (Referenznummer 321).

DR RANTASA
Consulting

A-1090 Wien, Mariannengasse 14/10, Tel.: 0043 1 402 14 10

INVESTMENT ANALYST

LEADING EUROPEAN BOUTIQUE

CITY

The company is a leading specialist provider of unquoted debt and equity financing to a wide range of industries throughout Europe. The majority of its investments take the form of management buy-outs or private debt placements. Its fast growing portfolio currently stands at £2 billion and spans nine European countries. Owned by one of the largest American financial institutions, the company is well known throughout Europe for its high calibre.

As a result of its continued growth, the company is seeking to strengthen its junior-level investment staff. Applications are invited from graduates with ideally at least one year of experience in analysing companies for a major investment organization, accounting firm or management consultant. Individuals who have completed a training programme with a respected investment bank, merchant bank or commercial bank are particularly encouraged to apply. A second European language, although not essential, would be preferred.

Successful candidates can expect to be fully challenged in a fast pace, supportive environment. Working in a small office environment will also require the analyst to assume a higher level of responsibility than typical in a larger firm. As part of a transaction team typically comprising three individuals, the analyst will be responsible for conducting intensive financial and business analysis of prospective investee companies. Opportunities in developing relationships with portfolio clients as well as managing and monitoring existing investments will also be available.

The competitive remuneration package is designed to attract the best candidates available.

Interested candidates should please write in confidence, enclosing full CV, to Box A2199, Financial Times, One Southwark Bridge, London SE1 9HL

CJA RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 5PP
Tel: 0171-588 3588 or 0171-588 3576
Fax No. 0171-256 8501

Opportunity to make a mark within a small, successful team

CJA
**CORPORATE BANKING -
FINANCIAL INSTITUTIONS**

CITY

£30,000-£40,000 + BONUS

MAJOR EUROPEAN INTERNATIONAL BANK

This new position is due to our client's success in developing lending and treasury business with domestic and international financial institutions in the UK. The successful applicant will market to new and existing customers across the range of financial institutions, identify business opportunities and will be responsible at all stages of the transactions, including credit and risk analysis, structuring, negotiation and documentation. There will be continuing account responsibility. We invite applications from numerate graduates with a minimum of 3 years' corporate banking experience, sound product and credit skills and familiarity with loan documentation. PC literacy is desirable and some exposure to financial institutions will be an advantage. There will be customer contact at senior level and a strong, confident personality is essential. Initial remuneration negotiable £30,000-£40,000 + bonus and banking benefits.

Applications in strict confidence quoting reference CBF15001/FT to the Managing Director, CJA.

INTEREST RATE OTC DERIVATIVES MARKETING

- A major European Bank is looking to recruit an experienced marketer to be based in London. This is an opportunity to work at an established, highly reputable, well rated organisation which excels in the field of Derivatives and has a global presence in Capital Markets. The Bank is able to offer a genuinely attractive career structure due to expansion and a commitment to the development of innovative global derivative products.
- The company requires a candidate with a quality Degree from a reputable University and a minimum of two years experience in a similar role. The post demands excellent analytical ability, combined with effective oral communication skills. The position requires an individual who has an established European client base in Northern Europe (France, Germany etc.) with the relevant language skills, while additional coverage of Scandinavia or South Europe is also of interest.
- The position will be remunerated at a competitive level commensurate with experience.

Please write in confidence to Alison Phillips at the address below:
Michelangelo Associates, International Search and Selection,
Austin Friars House, 2-6 Austin Friars, London EC2N 2HE
Tel: 071 972 0150 Fax: 071 972 0151/2

Michelangelo

**APPOINTMENTS
WANTED**

Conscientious
GERMAN BROKER
Unl. degree, fluent Engl., Fr.
& Germ. some Dutch
& Japanese.
Great institutional contacts & City
experience. Seeks new challenge in
sales/trading or fund mgmt.
environment. SFA reg. &
NAB/NYSE/CFTC r. (s.3 + s.7).
Strong desire to profitably trade
derivatives and/or forex for top
(investment) bank.
Luxembourg-based, relocation
possible. Serious enquiries only,
please to:
Box A5002, Financial Times,
One Southwark Bridge,
London SE1 9HL

ATTORNEY/SOLICITOR

3+ years experience &
strong Russian language
skills sought for Moscow
office of major New York
law firm.
Please reply to Box
A2455, Financial Times,
One Southwark Bridge,
London SE1 9HL

**OIL, COMMODITIES,
SHIPPING EXECUTIVE**
Young C.E. Experience in oil,
commodities and shipping.
Actual buying, negotiating
contracts - operations.
Worked with American and
British companies, 2 years in
Africa and C.I.S. Seeks new
assignment with international
company. Specific projects.
Start up.
FAX: 44 81 211 7780

**INTERNATIONAL
CONTROLLER**
42 years, with more than 12 years
experience. Background includes
expatriate assignments in USA,
Spain, Mexico, Argentina & Chile.
Seeking for similar position in
Spain or any of the above
mentioned countries.
Write to: I.C. Infanta Mai Teresa,
16 Plaza, (28016) Madrid, Spain.

OMLX

**THE LONDON
Securities & Derivatives
EXCHANGE**

**Derivative
Product
Development**

£ Negotiable

The OMLX exchange is one of London's six Recognised Investment Exchanges. It specialises in the trading of standardised and Flex™ futures and options on a variety of international equity derivatives. It is an innovative and progressive exchange committed to broadening significantly its product range.

The exchange is now increasing the resources it devotes to product development and is looking for a PRODUCT DEVELOPMENT SPECIALIST capable of being a leading player in a small and young team, reporting directly to the Business Development Director.

He/she will be educated to a degree level, and possibly MBA qualified. The person chosen will play a major role in developing innovative new products in close consultation with leading market participants.

The successful candidate will already have a sound knowledge of the derivative markets, in particular regarding equities, and will have some experience of developing new products either within an investment house or in an exchange.

This will be a key role within the exchange, and as such, will attract a competitive salary and benefits package related to the candidate's experience.

To apply, please send a full CV including details of current remuneration to:

Carole Machell
Head of Administration
OMLX, The London Securities and Derivatives Exchange
107 Cannon Street
London EC4N 5AD

Financial Services Regulation

Research & Development Officer

IMRO - Investment Management Regulatory Organisation Limited - sets, monitors and enforces standards of investor protection for a diverse Membership, including fund managers, unit trust managers, pension fund managers, venture capital companies, banks and trustee companies.

We are establishing within our Monitoring Department a Research and Development Unit, whose purpose is the identification of and research into industry trends and developments which may pose potential hazards to investors.

In the varied and challenging role of Research and Development Officer, reporting to the Unit's Manager, you will develop a general overview of IMRO Member firms and their businesses as well as a detailed grasp of IMRO rules and other relevant regulations.

The individual we seek may come from a variety of functional backgrounds, including professionals from a research, financial journalism, academic or Member

firm environment. Wherever your investment management industry experience has been gained, you must be capable of broad, conceptual thinking, or communicating ideas and information in an articulate, concise manner, of building productive working relationships and of producing and implementing creative initiatives and new ideas.

Your initial salary will be related to relevant experience and qualifications, which should include at least a first degree. The benefits package will include a non-contributory pension, life assurance and BUPA. In addition, there are excellent opportunities to develop your career at IMRO in a variety of areas.

Please write (under confidential cover) with curriculum vitae, stating how you meet the requirements of the position, indicating current salary and quoting reference RD94/11, to Clare Woodcock, Personnel Officer, IMRO, Broadwalk House, 6 Appold Street, London EC2A 2AA.

IMRO



Qatar General Petroleum Corporation

QATAR GENERAL PETROLEUM CORPORATION (QGPC) is the national oil company of Qatar with its head office based in the capital city of Doha. QGPC is a large progressive organization with a successful history in the hydrocarbon industry and an exciting programme of developments including the world's largest proven gas reserves 'The North Field'. These development plans now call for a number of high calibre professionals to fill the following key positions:

CORPORATE FINANCING ANALYST

Review and monitor program with companies which relate to granting concession for oil exploration, field development and sharing of production. Identify sources of finance, preparation of optimum financing structure, assessment of risk and formulating plans for its minimisation. Review feasibility, develop hurdle rate for project evaluation and prioritisation. Ref. FIN02

PROJECT ACCOUNTING CO-ORDINATOR

Responsible for the financial monitoring of large multi-million dollar projects. Scope of work includes administration of contracts, review of budgets, processing of invoices, monitoring and control of expenditure, and maintenance of all related accounting data. Duties include preparation of periodic reports for advising management on progress achieved and variances. Ref. FIN03

GROUP ACCOUNTANT

Responsible for the development and preparation of consolidated financial and operational reports for management to assist them in their review and control of operations. Must be well versed and experienced in the use of financial ratios like, Return on Capital Employed, Return on Equity, Capital Turnover, etc. Preparation of high level summary reports directed at Senior Management and Board. Ref. FIN04

COST & BUDGET ACCOUNTANT

Develop budget guidelines, participate in the preparation and assist in the review and finalisation of budget. Processing of request of expenditures and materials against approved budget. Review and analysis of Expense and Project cost reports. Ref. FIN05

To fill one of these positions candidates must have a recognised degree and professional western qualifications in accountancy (CA, CIMA, CPA, ACCA) and at least 10 years' experience in the appropriate field with an international oil/gas company. Must also be experienced in FC and computerised accountancy software. Good inter-personal and managerial skills. Ability to work with and lead a multinational staff.

THE COUNTRY

Geographically, Qatar is a peninsula projecting into the Arabian Gulf, with a warm coastal climate. Whether you are playing golf, relaxing on our beaches, joining in a range of sports offered at our clubs or just savouring the warm welcome and the enjoyable way of life, you will find that Qatar is the undiscovered pearl of the Middle East. This forward progressive, independent state is one of the most accommodating to the western culture where wives and families are encouraged to participate fully in the community. This together with the very obvious financial rewards, add up to one of the most attractive packages currently available in the Middle East.

EMPLOYMENT PACKAGE

The rewards, like the challenges, are substantial. All posts offer tax free salaries on long term contracts, free spacious air-conditioned accommodation, free medical and dental care, children's education assistance, generous annual leave (with paid air fares), transport allowance and heavily subsidised sporting and social facilities. Candidates who must have the appropriate qualifications and experience to be considered should send their resumes with a covering letter showing how they meet the specific requirements of the position applied for. They should quote appropriate Reference Number, details of current salary, date of birth, availability and contact telephone/fax. All applications should be sent to our Representative at the following address:

ROUSTABOUT PUBLICATIONS LTD.

Dennis Davidson, QGPC Advertisement,
Roustabout Publications Limited, Suite 5, International Base,
Greenwell Road, Aberdeen AB1 4AX United Kingdom.

SENIOR FIXED INCOME ANALYST to £75,000

A leading International bank and a major player in the primary and secondary fixed income markets wants to add a senior markets analyst to its successful Fixed Income Research group. This group concentrates on the European markets and uses market analysis, credit research and quantitative techniques to provide a high quality research product to sales and trading staff as well as clients.

As a market analyst you will be responsible for the analysis of the macroeconomic indicators, government securities and currency of a particular European country. Using your research you will be expected to produce written reports and develop specific transaction ideas for use by in-house traders and external clients. You must have excellent presentation skills as the group puts a strong emphasis on client contact.

Ideally you will have a strong educational background in Economics or Finance. You must have a minimum of two years experience of market analysis within a securities house, investment bank, asset management company or research institution. As a personality you should be ambitious, innovative and dynamic.

This is an excellent opportunity for those analysts wishing to enhance their reputation with a major player and increase their contacts with the end users of their research.

Interested applicants should call Tony Sheppard at:

AUSTEN SMYTHE SEARCH & SELECTION

127 Cheapside, London EC2V 6DH Tel: 071 600 2862 Fax: 071 726 4290

London Stockbroker require 3 TRAINEES

for Sales positions. Experience not necessary, full training provided. Commitment to hard work and ability to work as part of a team essential. Salary plus commission. Tel: 071-378 0680 ext 63

EMERGING MARKET RECRUITER
Seeks experienced Equity Salespeople, Traders, Analysts, Portfolio Managers and Corporate Finance People presently covering the region of Latin America, Asia, and Eastern Europe.
Fax resume to: CRYSTAL WALKER (RUSSELL ASSOCIATES) 212 943-2131

STOCKBROKERS REQUIRED

Young City based comp. requires 4 S.F.A. registered individuals to service our existing client base of private investors. Basic & commission package. If you are between 25-35 yrs have min 3 yrs exp. enjoy a hardworking environment call 071 403 3213 for more information.

EQUITY, FX SALES, RESEARCH

FX Futures Traders with 2+ yrs practical Market Making. Portfolio skills. Exchange exp., Options theory & Risk Management essential. FX Sales people with Fund style large house experience. PhD or 2:1 Quantitative Analyst with computing, Visual C++.
Campion Recruitment Ltd. Africa House, 64/78 Kingsway, London. WC2B 6AH.
Tel: 071 831 6600 Fax: 071 831 6622

Financial Public Relations

Senior Consultant
A major consultancy seeks a senior player to fill demanding role. FTSE and Household name clients. Financial, Media & Analyst liaison and calendar work. c.£35,000.
Account Director (Broker/Analyst Exp.)
Do you have quality experience in financial media relations, combined with knowledge of Capital Markets and a background as a broker/analyst? This is a unique opportunity to work on first class international accounts. c.£27,000+.
Account Manager
You will need 2-3 years financial PR experience and strong presentation skills. Top FTSE 100 clients, classic calendar work, new issues and takeovers for established com. c.£27,000.
We have a variety of positions for senior City/Financial PR professionals, all with quality contacts and experience. Are you interested to explore your career potential?
Contact Jonathan Curtis, Sophie Mansfield or Lily Trace in complete confidence

PRICE JAMIESON

RECRUITMENT CONSULTANTS
TEL 071 631 1005 FAX 071 436 4789
PARAMOUNT HOUSE, 104-108 OXFORD STREET, LONDON WIN 9FA

APPOINTMENTS WANTED

EMERGING MARKETS Fund Management/Analyst

Investment Analyst (IIMR), Economist (B.A.Econ), Chartered Accountant (ACA) & MSI (Dip). Fundamental research and business valuation skills, familiarity with modern portfolio theories, broad business experience and exposure, and knowledge of Asian Markets. Please Fax: +44(0) 71 638 0214 or Reply Box: AS251, Financial Times, One Southwark Bridge, London, SE1 9HL.

EQUITY ANALYST

Wants research/sales position covering S.E. Asian stockmarkets. CFA candidate. 1.5 yrs Equity Analyst experience in New York. Dartmouth College BA. Mandarin - Beg. knowledge. Willing to relocate.
CALL JAMES IN CALIFORNIA 415 775 5354.

FX OR DERIVATIVES

29 years old MSc. (Economics) is searching for a new challenge. 3 years experience in Fund Management and proprietary trading in FX. Multi-lingual: Scandinavian languages & German.
Write to: Box AS252, Financial Times, One Southwark Bridge, London SE1 9HL.

CORPORATE FINANCIER

London-based Chartered Accountant/Merchant Banker with significant commercial and financial experience within the UK and Europe seeks interesting opportunity or challenging assignment. All replies will be acknowledged and treated in confidence.
Write to Box A2068, Financial Times, One Southwark Bridge, London SE1 9HL.

INTERNATIONAL CONTROLLER

42 years, with more than 12 years experience. Background includes expanded assignments in the USA, Spain, Mexico, Argentina & Chile. Seeks similar position in Spain or any of the above mentioned countries.
Write to: I.C. Infanta Maria Teresa, 16 1º B24, (28016) Madrid, Spain.

EUROPEAN INVESTMENT BANKING

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Step by step on insolvency harmonisation

Jim Kelly on moves to draw a framework for insolvency to facilitate mutual recognition and co-operation

Accountants do not often get shot in the line of business. It took the Byzantine collapse of Polly Peck to add this particular danger to the many facing accountants.

The accountant concerned, David Adams of Cooper's & Lybrand, was attacked while leaving the firm's Istanbul offices in August. He was, apparently, mistaken for Chris Howell, one of the executives handling the administration of the now bankrupt fruits-to-electronics conglomerate.

The gunman later claimed he was offered £5,000 for the shooting.

Meanwhile, the administrators have been subjected to abusive telephone calls, gun-waving farmers, and super-glassed locks.

Both cases of intimidation, while one more extreme than the other, are depressingly familiar. Two legal systems, two sets of insolvency law, and the disputed recognition of the status of the administrators and courts conspiring to keep the creditors waiting.

Chris Barlow, the Cooper's administrator to Polly Peck in London, says that a range of cross-border issues in insolvency present an "ever increasing problem" as the network linking multinational company assets becomes more complex.

In recent years several major

corporate collapses have involved complicated administrations across several jurisdictions: the Maxwell empire, Lancer Boss, Leyland Daf, and BCCI, the global ramifications of which cover 69 jurisdictions and are currently holding up the second attempt to reach an acceptable offer to creditors. One creditor has applied to the London-based administrators from British Antarctica.

One of the organisations trying to solve some of the problems is Insolvency International, the London-based organisation which represents accountants, lawyers, bankers, and government officials involved in cross-border insolvency and rescue. It has 6,000 members in 56 countries, 1,000 of whom have joined in the last year.

Founded in 1980 at a conference at Cape Cod, Massachusetts, the organisation grew through the recession of the late 1980s. Insol is considering applications for membership from Nigeria, and the recently formed Russian insolvency practitioners association.

The expansion of international investment, particularly into the former Eastern Bloc, has highlighted the need for a framework for insolvency. Investors are looking for sound insolvency procedures before they move across borders.

"You will not get inward investment unless you can get

an equitable system for dealing with insolvency. Although laws on cross-border insolvency relate only to a limited aspect of international trade law, these laws are a crucial element in developing a legal environment that facilitates cross-border finance," says Stephen Adamson, president of Insol.

Earlier this year Insol began working with the United Nations Commission on International Trade Law. Prompted by the failure of efforts to establish "utopian" international laws, it was decided at a meeting in Vienna to try and solve some of the problems by step-by-step harmonisation.

"There was a mood among delegates that rather than wait for a world-wide model to provide the ideal solution, which could take hundreds of years to achieve, we should take the initiative and progress harmonisation step by step," says Mr Adamson, a partner with Ernst & Young.

After the conference Gerold Herrmann, Unictal secretary, said: "It is in every nation's interest to assist in the reconciliation of insolvency law."

While the delegates backed specific recommendations, such as the establishment of specialised courts in all countries to deal with international insolvency, care was taken not to seek a specific framework

for new laws.

Two initiatives, backed by Unictal, are under way. A panel of judges working in insolvency from around the world is to meet in Toronto in March next year to put together a "highway code" for the judiciary, to promote "comity" between jurisdictions - the principal of mutual recognition and co-operation.

Meanwhile, an insol working group is preparing a "menu" of bolt-on pre-prepared legislative measures that could be added to national law to improve the procedures for the recognition of administrators and their access to courts. Adoption of these legal "kits" would bring about gradual harmonisation. Both reports will be presented to Unictal in New York in the summer of 1995.

But the Insol-Unictal initiatives face fundamental problems. The insolvency codes of, for example, the US, Britain and France, all measure success in insolvency differently: in terms of helping the debtors, the creditors and the employees. "No one is wrong," admits Mr Adamson, "we just want to recognise the differences."

The success of Insol in at least prompting debate can be measured by two recent requests. Earlier this month the Russian Federal Agency on

insolvency called on Insol, along with the World Bank and the European Bank of Reconstruction and Development, to help in the overhaul of inadequate insolvency laws. And Ellen Seidman, special assistant on economic policy to US president Bill Clinton, asked Insol to give evidence to the Interagency Working Group of Bankruptcy Reform. Insol executive members gave their views on the US bankruptcy code and urged the need to consider multinational problems in proposed reform.

Mark Homan, senior partner at Price Waterhouse, supports progress towards harmonisation but questions if such "soft law" is rigorous enough to cope with a major corporate collapse.

Christopher Morris, senior liquidation partner at Touche Ross, also asks whether any agreements can withstand the pressures of "locals first" when it comes to a multinational corporate collapse. While some insolvency law, notably the UK's, does seek to protect the interests of those from other jurisdictions there are wide international variations.

Mr Homan says Insol should stress the need for a framework within which investors can measure risk before undertaking a transaction. As part of that framework he suggests some form of code, preferably

consolidated into international treaty with the force of law, which would make it clear in which country a company would be wound up in the case of failure.

The legislation could pinpoint the "principal centre of management" of the company and this could be declared in its accounts. In the case of corporate failure the administration would take place primarily in the country indicated. Mr Homan suggests that the country of choice could be changed only after notification in subsequent annual accounts.

Some critics of Insol take the view that cross-border insolvency problems only affect the big corporate collapses and therefore, only the big firms. But increasing numbers of practitioners are becoming enmeshed in work which takes them into other jurisdictions. Malcolm London, of the UK's Insolvency Practitioners Association, estimates that about a third of licensed practitioners are involved in such work. Insol estimates that 30 per cent of so-called insolvency work across borders is in fact rescue work: involving restructuring and reorganisation.

Despite the criticisms of Insol's initiatives with the UN, many professionals will be waiting impatiently for some form of progress on harmonisation.

Pénzügyi vezetőt, főkönyvelőt keresünk multinacionális szórakoztatóipari társaság részére

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Applications are invited from candidates who are qualified accountants, preferably ACA, and with 2-3 years' post qualification experience, gained within the engineering/industrial sector.

A good deal of time will be spent working with the Spanish subsidiary and therefore a working knowledge of Spanish and/or one other European language is ideal but not essential.

Candidates should relish the challenge of taking a pro-active role within the finance function. They must possess a commercial and energetic approach. Good promotional opportunities exist within the Group for the right individual.

Interested individuals should telephone Julie Thompson on 071 405 4161 (Fax: 071 430 1140) or evenings on 081 542 8602. Alternatively, write to her at FMS Recruitment Consultants, 5 Beam's Buildings, Chancery Lane, London EC4A 3DY, enclosing a current CV and a note of current salary.

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If you are interested in this position and meet the candidate profile, please send your curriculum vitae with a note of daytime telephone number and current salary to Tony Martin at Martin Ward Anderson, Goswell House, 134 Peascoe Street, Windsor, Berkshire SL4 1DS. Please quote reference 94161.

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Finance Director

Unique opportunity for an experienced and mature finance professional to join a small head office team charged with one of the UK's most demanding commercial challenges. Stimulating remit to support the evaluation and potential divestment of a group of subsidiary businesses with a £2 billion turnover, as part of a major restructuring programme, whilst maintaining a first-class service.

THE ROLE

- Reporting to the MD, with responsibility for financial management and analysis of numerous diverse business units, instilling tight financial control and rigour in the budgetary processes.
- Counselling and training the subsidiary boards and their Financial Controllers on best commercial practice and providing guidance on the use of approved financial intermediaries.
- Supporting the development of state-of-the-art control and information systems.

THE QUALIFICATIONS

- Graduate calibre accountant with divisional board level experience in exerting tight financial control, ideally in a service or distribution business.
- Track record of advising on sizeable strategic investment decisions. Prior experience in formulating change programmes, particularly downsizing exercises.
- A flexible and robust pragmatist with strong leadership and staff development skills who relishes change and is able to rise to a genuine challenge.

Loth 0632 387774
London 071 493 1338
Manchester 061 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ltd. 160223 114,
16 Cornhill Place,
London WC2R 2ED

Senior Financial Analyst

c.30,000 + Car + Benefits

GUINNESS BREWING WORLDWIDE LTD.

Brewers of Distinction

Guinness Brewing Worldwide (GBW) is the brewing company of Guinness plc which is one of the world's foremost alcoholic drinks companies. It is a market leader with a wide range of brands including Guinness Stout and operates in an international, competitive environment where improving commercial effectiveness is critical to the long term success of the business. The company is organised on a regional basis and offers excellent opportunities for the successful individual.

The job is part of a small professional and highly motivated team within GBW Centre responsible for the production of Budgets, Quarterly Reviews, Monthly Operating reports and ad hoc projects for the GBW Executive. This requires management liaison at all levels throughout the operating regions on commercial issues in each geographical territory.

Reporting to the Manager of Financial Analysis, you will assume responsibility for managing the process of Budgets and Quarterly Reviews to very tight timescales. You will be expected to identify and highlight trends and commercial issues within each operating company for assessment at GBW Executive level. Responsibility will also include the monitoring and ongoing development of two reporting staff.

This extremely high profile role requires a tenacious and committed individual who will pursue the resolution of issues and demonstrate a high degree of commercial acumen. Applications are invited from exceptional and ambitious qualified accountants who have gained at least three years post qualification experience who are now seeking an outstanding career opportunity with a leading international company.

If you feel that you can meet the requirements of this key role in our finance function please forward your CV to our recruitment adviser Mr Viv Black at Heathfield Hargreaves, 10 Sedley Place, London W1R 1EG. Alternatively fax your CV to him on 071 493 3164.

HEATHFIELD HARGREAVES

LIMITED

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Audit Managers

Investment Funds & Fund Management Practice

PW Hong Kong

Hong Kong has always been a base for investment funds and fund management business. Recently the industry has experienced considerable growth with new investment products being developed and serviced in Hong Kong. Price Waterhouse Hong Kong (one of the largest PW offices in the world) has a significant market share of prestigious clients which include a wide range of on-shore and off-shore investment funds investing globally, marketed both institutionally and to the retail market. Our clients include specialised funds and a number listed in Dublin, Hong Kong and London.

As a result of our growth, we wish to recruit audit managers to join us to service existing clients and to prepare for the growing demand for our services. You should currently be an audit manager, preferably working with a "Big Six" firm, with experience of investment funds and the fund management industry.

Initial contracts are for two years during which our dynamic business environment will offer an excellent opportunity to develop your professional skills and widen your experience. If you are ambitious and talented there are strong prospects for promotion.

If you are interested in this exciting opportunity please send your C.V., including details of relevant experience, in confidence, to:

John Thompson
Price Waterhouse World Firm Services BV
Southwark Towers
32 London Bridge Street
London SE1 9SY
Tel: 071-939 2065
Fax: 071-939 2655

Price Waterhouse

Your World of Opportunity

Price Waterhouse is authorised by the Institute of Chartered Accountants in England and Wales to carry on investment business.

Financial Controller

This highly profitable, multi-site, regionally managed business is implementing an aggressive expansion programme in the UK and is developing operations in Europe. Part of the parent group's strategy is to devolve full financial responsibility and accountability to their operating businesses. This has resulted in the creation of this new post.

Reporting to the Financial Director, your primary focus will be the management of financial data within the business and interface with Regional Directors. As well as being responsible for statutory and internal reporting, you will be functionally responsible for Commercial Managers within their operating regions. Additionally, you will be Team Leader for 3 managers within the head-quarters finance team.

This position requires qualified candidates who have well rounded accounting skills gained in a commercial environment, ideally in the retail, leisure, or hospitality sector. Critical to your success will be your interpersonal skills and ability to work with all levels of management within a business with strict reporting deadlines.

To apply please write to Tony Clarke, enclosing a full CV and salary details, quoting reference MD3962 at Macmillan Davies, Salisbury House, Bluecoats, Hertford, Herts SG14 1PU.

c.£35,000
+ car

Thames
Valley



Macmillan Davies

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R

A KEY ROLE WITH A
GENUINE MARKET LEADER

Avon

c£32,000 + Bonus + Car

This position is with the UK subsidiary of a leading International Group which is a worldwide organisation and a market leader of its services.

As Regional Controller, you will be responsible for the financial and management accounting of a multi-location region which has a turnover of £25m.

Controlling a staff of ten you will report to the Regional Director and support him in achieving growth in volume and profit.

Aged 30-50 years with a recognised accountancy qualification, experience in a high volume, disciplined business environment, where corporate standards are fundamental, is essential. Of paramount importance is strong IT skills particularly relating to integrated computer systems and PC literacy. To succeed in this role you must be articulate, pragmatic, tenacious and enthusiastic with a track record of achieving objectives.

To apply for this position, please send your CV with a covering letter explaining why you are suitable and stating your current remuneration package to: Barrie J. Dowsett,

St Mary's House,
1-7 St Mary's Road,
Market Harborough,
Leicestershire, LE16 7DS.



Telephone: 01858 433071.
Facsimile: 01858 463288.

EXECUTIVE SEARCH & SELECTION

INVESTMENT EXECUTIVES with a keen eye for business.

£25-35K + FINANCIAL SECTOR BENEFITS. UK-WIDE OPPORTUNITIES.

3i is the leading specialist provider of investment capital to unquoted businesses in the UK, with £2.9 billion of assets invested in c.3,400 companies in Europe. Investing some £1 million each working day, 3i plays a vital role in encouraging business expansion and wealth creation through its network of 18 UK and 6 continental European offices.

We are looking for individuals with a rare blend of personal and professional qualities which will equip them to become first-class investors. A high level of judgement and analytical skill is essential, together with the ability to understand customer requirements and build strong relationships with a wide range of people. 3i is committed to providing you with a comprehensive training

programme to enable you to maximise your potential.

Based in one of our regional offices, you will become a key member of the local business community. You will identify new business opportunities, structure investments to meet both customer and 3i needs, and work closely with your customers to promote their continuing growth and development.

A graduate aged 25-30, you will already have sufficient commercial experience to succeed in a competitive environment. An MBA or accountancy qualification would be an advantage.

Please telephone 3i Human Resources on 071-975 3168 for an information pack and an application form. Completed forms should be returned by 28th November 1994.



INVESTORS
IN
INDUSTRY

DIVISIONAL FINANCE DIRECTORS

Evans Halshaw

Evans Halshaw Holdings Plc is an outstanding multi-site company, growing profitably through both improved trading and successful acquisitions. A market leader in the field of franchised motor dealerships and vehicle management services, the company now has over 90 dealerships representing 26 franchises, including such prestigious names as Ferrari, Mercedes-Benz, Rolls Royce, Porsche, Jaguar, Rover, Ford and Vauxhall.

The Divisional Finance Directors will report to the Group Finance Director and their initial priority will be to critically appraise existing financial controls in divisions comprising of 35-50 dealerships. In these strategically important positions, you will influence key management decisions and provide comprehensive financial support including financial analysis, business planning, budgeting and forecasting.

Candidates must be qualified Accountants, aged 35-45 and have strong communication skills. You should be prepared to lead by example and clearly demonstrate good management capabilities. A proven track record, preferably in retail multi-location divisional structures, though not necessarily in the motor trade, is prerequisite.

Please apply directly to Alison Hann at Robert Half, 63 Temple Row, Birmingham B2 5LS. Telephone 021-643 1663, or alternatively fax your details on 021-643 6170.

£40,000

+ Substantial
bonus
+ Car + Benefits
+ PRP

Birmingham/
High Wycombe



Price Waterhouse

EXECUTIVE SEARCH & SELECTION

Finance Director

A Rare Opportunity To Make The Headlines

To £50,000 + bonus + benefits East London

We are the UK subsidiary of a highly regarded international publishing company. We are an acknowledged regional player in the newspaper and magazine market and we have our parent's support to expand significantly, probably through the acquisition of further titles.

As Finance Director, you will be responsible for all our financial affairs but primarily for the provision of an up to the minute management information service. Our world changes rapidly and we need to be able to make immediate decisions and rapid turnarounds. Clearly, you will be a key player in the development of our business but we'll also be looking to you for more straightforward support - tight credit management and an input to the further refinement of our systems.

You are a highly commercial qualified accountant with an impressive track record to date: blue chip, broad based and steady career progression. You have worked closely with Board colleagues and you are used to high level presentations. You have a record of involvement beyond pure accounting and, as a result, an in depth understanding of management information. Finally you have well-developed systems skills and you are an experienced manager of staff.

Write with full career and salary details quoting reference D/1498 to: Mark Harshorne, Executive Search & Selection, Price Waterhouse, No 1 London Bridge, London SE1 9QL.

Accountancy Personnel
EXECUTIVE RECRUITMENT

GENCHEM

Group Financial Controller

Ipswich, Suffolk

£35,000 + Car + Full Benefits Package

The Genchem Group are a highly successful and dynamic organisation providing quality shipping services to the industries of the world. Complied of eight specialist subsidiary companies, the group has a turnover of £6 million and has shown an outstanding record of growth over the past two years. This success is set to continue through commitment to provide a quality service to clients whilst identifying new business opportunities for the future.

The Role

- Reporting to the Managing Director and responsible for the management, development and motivation of a small team of finance staff
- Working as an integral part of the management team, gaining active involvement in many of the commercial issues affecting the business.

The Appointee

- Proven man-management ability including recruitment, development and appraisal skills
- A high level of commercial awareness coupled with a sharp mind and ability to think on their feet
- A qualified accountant with technical ability in the areas highlighted.

The Role

- Provision of all financial and management reporting information for the board and subsidiary companies.
- Responsibility for all group administration and company secretarial matters.
- Devising a strategy for the development of computerised systems, implementation of internal controls and quality procedures.

The Appointee

- Strong communication skills at all levels, able to liaise successfully with demanding characters
- Pro-active and self-motivated approach keen to contribute to the success of this fast expanding business. Salary will not be a limiting factor for the successful applicant.

This assignment is being handled exclusively by Accountancy Personnel. Interested applicants should forward their CV to Jane Garrard at Accountancy Personnel Executive Recruitment, 36 Museum Street, Ipswich, Suffolk, IP1 1JQ. Tel: 0473 215068. Fax: 0473 232738. Closing date for applications Monday 26th November.

Hays

Accountancy Personnel
EXECUTIVE RECRUITMENT

Commercial Finance Manager

East Anglia

Salary Package
£35,000 + Benefits

A leading financial services organisation, our client enjoys a highly respected reputation both within European markets and across the world. A key division within the group which focuses on commercial business with premium incomes of £370 million, now seeks to appoint a Commercial Finance Manager due to internal promotion.

The Role

Concentrating on reviews for pricing adequacy and commercial projects, together with financial evaluation of initiatives, the Commercial Finance Manager will aid financial control to the business.

In particular key responsibilities will include:

- Supporting the business team in the development of the rating/pricing methodology, strategy and team work.
- Supporting evaluations and reporting on the impact of new commercial lines and business initiatives.
- Assessing/reviewing pricing adequacy including schemes.
- Maintaining a pro-active approach to the development of new financial reporting initiatives.
- Managing a small finance team with emphasis on their development and training.

The Appointee

Our client seeks a dynamic individual who can effectively analyse business issues, input useful ideas to the business and play a key role in the formulation of new initiatives, liaising extensively with senior management.

- A team player able to work within the existing finance and business structures, whilst motivating staff and maintaining high levels of morale and commitment.
- Strong analytical skills to absorb information balanced with good judgement to provide suggested solutions to business challenges.
- Assertiveness and strong interpersonal skills to deal with staff, senior management and other business units.
- A record of achievement within a blue chip environment.
- A qualified Accountant aged 28-35 with a track record in dealing with business initiatives and challenges.

The company are committed to actively developing individuals careers and your commitment and energy will lead to significant promotional opportunities throughout the group.

This position is being handled exclusively by Accountancy Personnel. To progress your application further or to receive further details, please forward your CV in complete confidence to Lynn Hardy, Accountancy Personnel Executive Recruitment, Davey House, Castle Meadow, Norwich NR1 3BY. Telephone 01603 760141. Fax 01603 633980.

Hays

FINANCE DIRECTOR
- PROFESSIONAL PRACTICE

£50,000 + Excellent Benefits & Relocation Assistance

WARSAW

Price Waterhouse has an enviable reputation in providing auditing and business advisory services, with an established presence in eight countries in Eastern Europe.

Price Waterhouse, Warsaw is one of the firm's key regional offices with in excess of 200 staff. There is now a need for a dynamic and commercially aware Polish speaking Finance Director to contribute to the continuing success of its Polish operation.

Reporting to both the local Finance Partner and the Eastern European services group based in London, you will take full responsibility for the control of the finance function, ensuring the timely production of management and statutory accounts for the Warsaw practice. As an essential member of the management team, you will also be expected to manage and develop the business ensuring a strong reliable structure is put in place for the future.

You will possess the following attributes:

- An accountancy qualification with at least 5 years' experience gained in a decision making environment
- The ability to manage change and lead effectively
- The drive and ambition to introduce new financial management disciplines in a multi-cultural business environment through a demanding phase of development
- Proficiency in Polish
- A proven track record in international financial management

Interested candidates should contact Jacqueline Long or John Bowman, advising consultants at FSS Europe on (44) 71-209-1000, (evenings and weekends on (44) 71-371-5647) for a confidential discussion, or write to them at FSS Europe, Charlotte House, 14 Windmill Street, London W1P 2DY.

FSS EUROPE

Accountancy Personnel
EXECUTIVE RECRUITMENT

Managing change with a world class market leading company

Finance Director

Yorkshire

£40,000 + Car + Benefits

This exciting and challenging position has arisen with an expanding £40 million turnover business. The company is the largest subsidiary within a progressive PLC group. It has an enviable reputation for manufacturing high value products to demanding specifications.

The Finance Director will perform a crucial role in both operational and strategic management. He/she will report to the Managing Director and will be expected to initiate change, improve systems and promote financial awareness across the business. This is a genuine opportunity to make a visible contribution to profit maximisation and take full responsibility for all finance and administration functions, including the provision of effective planning, management accounting and cost management.

An energetic and ambitious person is sought, both to meet the initial challenge and take advantage of future opportunities. Candidates should be qualified accountants aged 30-45 with extensive experience of cost management, including ABC techniques and systems implementation, gained in manufacturing businesses.

This assignment is being handled exclusively by Accountancy Personnel. To apply please contact James Whelan on 0532 468363 or write to him at Accountancy Personnel Executive Recruitment, 9 East Parade, Leeds LS1 2AL.

Hays

GROUP FINANCE DIRECTOR

£60,000 + Car + Substantial Performance Related Benefits

CENTRAL LONDON

Our client is a highly successful international company and market leader in the provision of a unique range of technologically based products and services. They are in the process of implementing ambitious and far-reaching plans to re-structure their business on a global basis, providing the opportunity for substantial growth both organically and by acquisition.

The new appointment, reporting to the Chief Executive, has been created to provide the financial focus for these major changes, as well as inputting at Board level to a wide range of complex commercial and strategic issues.

You will be functionally responsible for all aspects of finance, accounting and reporting worldwide, while providing direction and guidance to an established local team of experienced finance professionals.

For this key strategic role, which will have a significant impact on the future direction and success of this international organisation, we are seeking an energetic qualified accountant, aged 35-45, with a proactive approach, strong analytical, commercial, and MIS skills, together with the ambition and determination to respond to rapidly changing business developments.

To be considered for this appointment, please send your full CV, including details of latest salary and benefits, together with reasons for applying, to Neil Wax, Consultant to the Company, at FSS Executive, Charlotte House, 14 Windmill Street, London W1P 2DY or alternatively fax on 071-209 0001.

FSS EXECUTIVE

Coopers & Lybrand Executive Resourcing

Financial Controller

GLoucester

£30,000 + Bonus + Car

As a £5m turnover, privately owned, precision engineering manufacturer, this company enjoys the position of being a world leader in its field largely due to world class quality standards.

Reporting directly to the Director and General Manager, the position arises due to the retirement of the present post holder. Initial emphasis in the position will be on understanding the existing systems and management information procedures such that there is continuity during the handover period. Your role will concentrate on the support of the Director and General Manager in many aspects of the running of the company including personnel and company secretarial duties, and you must have a hands-on approach.

You will be a qualified, probably graduate, accountant with a background in a hands-on but progressive manufacturing environment. Your knowledge of the implementation and updating of computerised management information systems should be excellent and you should be used to taking part in the general management of a business.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to John Elliott, Coopers & Lybrand Executive Resourcing Limited, 43 Temple Row, Birmingham B2 5JT quoting reference JE282 on both envelope and letter.

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MAJOR GLOBAL BANK

SENIOR DERIVATIVES CONTROLLER

NEW YORK

EXCELLENT PACKAGE

As a leading international financial institution, our client has an established and significant presence in the world's derivatives markets and a commitment to the continued development of its global business.

Rapid growth in the swaps and options markets necessitates the further development of the Control area and hence the requirement for a Senior Derivatives Controller. A US work permit is not required.

The role will involve:

- working to strengthen Risk Management in a dynamic forward-moving environment
- all aspects of derivatives control, reporting and accounting
- extensive liaison with the traders and the support functions
- increasing the understanding of complex trade structures within the financial areas

The successful candidate will have in-depth product experience, a hands-on approach and well-developed interpersonal skills.

Currently employed by a major derivatives player, you will be a highly motivated, qualified accountant with an excellent academic background.

Applicants should call Sam Dewhurst on 0171 379 3333 (fax: 0171 915 8714) or send a detailed CV to Robert Walters Associates, 25 Bedford Street, London, WC2E 9HP.

ROBERT WALTERS ASSOCIATES

Financial Controller

Coventry

Our client is a successful division of a major US multinational, engaged in the manufacture and distribution of sophisticated analytical and diagnostic equipment. Operating in a highly competitive global market place, the company's reputation for product quality has achieved leadership of its core markets. Having recently embarked on an ambitious growth programme, the company is now set to extend its market advantage.

Following the merger of two key business divisions, an opportunity has arisen for an ambitious qualified accountant with stature and commercial acumen to form an integral part of the management team. Reporting to the Managing Director and assisted by a team of staff, responsibility will encompass all aspects of finance, including board reports for the US parent, UK statutory accounts, internal management reports, in addition to commercial management accounting, forex and systems management activities. The position has arisen at a time of considerable change within the company and accordingly, will have significant

to £33,000 + Car + Bens

operational involvement, principally in the areas of cost management, gross margin control and with regard to other issues arising from the reorganisation.

Prospective candidates should be qualified accountants of graduate calibre and able to demonstrate a successful track record of profit improvement and cost management in a manufacturing or commercial business. In addition, candidates should possess the energy and commitment together with the confidence and presence to operate at Board level. Equally important are personal qualities, including strong man-management skills and the intellectual ability to add value and provide leadership in an environment of considerable change.

Interested candidates should apply in writing, quoting reference 210792, enclosing a full CV (including a daytime telephone number and details of present remuneration) to William Greenwell at Michael Page Finance, The Citadel, 190 Corporation Street, Birmingham B4 6QD.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow Edinburgh & Worldwide



Assessing the Regulators

Key Role in Monitoring and Assessing the Regulation of Investment Business by the Professions

Recognised professionals including accountants, solicitors, actuaries and insurance brokers are permitted to carry out investment business as an adjunct to their core business. In these activities they are regulated by their professional bodies. The Securities and Investments Board (SIB) is responsible for assessing the adequacy of this regulation.

The role involves a close working relationship with the relevant professional bodies in ensuring the effectiveness of their arrangements and procedures. This will include the scrutinising, testing and evaluation of current procedures, negotiation of improvements and presentation of these to the professional bodies.

Successful candidates must have some experience of the audit/inspection/consulting process, ideally combined with a knowledge of retail investment products. An awareness of the accounting, actuarial or insurance broking professions supported by familiarity with the Financial Services Act regulatory regime would be helpful. A mature personality and confident outlook are essential.

Interested applicants should initially contact Sue Lintern at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH for an information pack quoting reference 210735. Telephone: 071 831 2000. Closing date 1st December 1994.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Sydney

Management Accounting Manager

Market leading FMCG business

West London

Our client is a progressive and dynamic international corporation with a first class portfolio of branded food products. Underlying this success is its reputation for high quality and excellence in all areas of the business, together with an aggressive sales and marketing strategy.

The position of Management Accounting Manager has arisen as the direct result of a corporate culture of change and growth and represents a rare opportunity for an exceptional and dynamic finance professional. Working for one of the core businesses and reporting to the UK Finance Director, responsibilities will include:

- Providing first class day-to-day commercial and financial control including the pro-active development and enhancement of existing financial reporting systems.
- Actively promoting an ongoing cultural shift to a profit accountable environment by the provision of appropriate information, analysis and advice to colleagues.
- Overseeing and developing an effective team of business accountants.

c £38,000 + Car

• Building and maintaining close working relationships with colleagues in both group and non-finance functions in order to identify and capitalise on commercial and financial opportunities.

The requirement is for an ambitious, determined and innovative individual, with excellent motivational skills and the ability to influence others with the provision of sound and practical commercial advice. Candidates should be graduate calibre, qualified accountants with a minimum of three years post qualified experience in a sales and marketing led FMCG environment. The successful individual will demonstrate excellent interpersonal skills, a common sense approach, the ability to manage people and a record of accelerated career development to date.

Interested applicants should write, quoting reference 211092 and enclosing a full curriculum vitae, salary details and daytime telephone number to Anne Wilkie ACA, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow Edinburgh & Worldwide

Financial Controller

Enhance your career and your quality of life

Cambridge c.£35,000 + benefits

Our client is the rapidly expanding UK arm of a highly profitable European private company. Continued success in its niche market in the construction sector has led to a decision to consolidate its UK presence through the establishment of a separate profit centre. To this end, an experienced accountant is sought to set up a financial framework which will support the business.

You will assume sole responsibility for introducing appropriate financial controls, accounting procedures and computer based systems, in order to provide timely and accurate financial and management information. The ability to forge strong links with non-financial colleagues and gain the confidence of senior management will be crucial. Whilst the short-term priorities will be 'hands-on' in nature, the role will become increasingly strategic once fundamental procedures are in place, thus allowing a genuine contribution to the profitable growth of the business.

Probably in your early 30's, you must be a qualified accountant with proven ability to set up an effective accounting function from scratch with minimal support. Technical competence and computer literacy are prerequisite skills and candidates without several years' experience in the construction sector are unlikely to have the necessary grasp of the critical success factors in this business. In addition, you must be versatile, energetic, self-motivated and results driven. The working environment is open and relaxed, but demanding and highly professional, with a strong emphasis on quality.

Interested candidates should write, enclosing full CV and salary details, to Tim Knight, quoting reference TCK1711.



Selection & Search

1-2 Dorset Rise, Blackfriars, London EC4Y 8AE

Group Financial Director

West Midlands

Our client is a highly successful plc, engaged in the manufacture of quality heating products for the leisure and domestic markets. Operating in a highly competitive marketplace, the company has consistently demonstrated impressive growth and profitability over the years. This can be attributed to positive and forward thinking management and a well-conceived business strategy of organic and acquisition-led growth.

The Company now wishes to appoint a positive and ambitious qualified accountant with strong technical, commercial and communication skills and the stature to become an integral part of the management team. The position will report to the Group Chief Executive and the key focus will be the development and implementation of group strategy. As a 'plc' Directorship, the position will have the full functional responsibility for Group and divisional finance departments and will include all financial, administrative and treasury functions, in addition to compliance, tax planning and company secretarial duties. Other key areas of involvement will be mergers and acquisitions and the

c £50,000 + Car + Benefits

management of the group's IT strategy. The position will also have a very significant commercial responsibility to fulfil, in providing advice and participating in decisions on key strategic issues, both at Head Office and in reviewing and overseeing the Group's subsidiaries. The successful candidate will accordingly be expected to act as a catalyst in driving and directing the business towards goals of enhanced profitability.

Prospective candidates must be qualified accountants, probably Chartered and able to demonstrate at least 5 years achievement at senior level in a manufacturing environment. Applicants should also demonstrate strong organisation and leadership skills and the intellectual ability to grasp and analyse technical issues and contribute to business decision making.

Interested candidates should apply in writing, quoting reference 209904 enclosing a full CV (including a daytime telephone number and details of present remuneration) to William Greenwell at Michael Page Finance, The Citadel, 190 Corporation Street, Birmingham, B4 6QD.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow Edinburgh & Worldwide

HEAD OF FINANCIAL AND INFORMATION SERVICES

circa £40,000

GROUP FINANCIAL ACCOUNTANT GROUP MANAGEMENT ACCOUNTANT

circa £29,000

Applications from suitably qualified and experienced candidates are invited for these three new posts in the Finance and Support Services Directorate.

City and Guilds is recognised as the leading provider of vocational qualifications and it is poised to expand further. With over a century of business expertise it has substantial operations in the UK and overseas.

Following an extensive corporate review a new organisational structure is now being implemented. Both the Finance and IS functions will play a crucial role in the achievement of the Institute's on-going objectives.

For the senior post, a professionally qualified accountant is required with at least fifteen years relevant post qualification experience. The successful applicant will possess the ability and experience to oversee and direct all aspects of financial and managerial accounting and treasury functions along with the information technology and business systems functions. Additionally, an ability to think conceptually, to set out and communicate action plans and to sustain high levels of commitment and drive will be a requirement.

For each of the two subordinate posts a professionally qualified accountant is required with at least ten years relevant post qualification experience. The post-holders will have joint responsibility for managing the Group's day-to-day accounting functions.

Further details and an application form may be obtained from the Personnel Department, 071-278 2468 extension 2176. Completed applications to be received by not later than 30 November 1994. City and Guilds of London Institute, 76 Portland Place, WIN 4AA.



City and Guilds

CLIFFORD CHANCE

DIRECTOR - FINANCE AND ADMINISTRATION

MOSCOW

Clifford Chance is a leading international law firm with 21 international offices which handle all aspects of business and finance for multinational clients and financial institutions. The Moscow office which is continuing to expand currently employs 12 Russian and Western lawyers and is relocating into modern new offices. Clifford Chance is seeking to appoint a Director - Finance and Administration to assume overall responsibility for all non-legal service functions.

As head of finance the role will predominantly be controlling all aspects of the financial operation including advising and assisting the resident partner and providing periodic management accounts and forecasts to partners based in London and Moscow. In particular your team will be responsible for all reporting, budgetary control, internal systems, billing and credit control, returns to the relevant tax authorities and liaising with the external accountants.

You will also be dedicated to the effective running of the personnel and administration functions, human resources, premises and supplies including negotiations with external suppliers.

Ideally aged in your 30's or early 40's you will be a fluent Russian and English speaker and have experience of international finance and management. You will be diplomatic and have the ability to help manage and develop a growing business.

For further information on this outstanding career opportunity with a major international law firm please contact our advising consultant Koen August on 44 71 269 1000 or send a curriculum vitae in confidence to FSS Europe, Charlotte House, 14 Windmill Street, London W1P 2DY, UK or fax to 44 71 269 0001. All applications will be forwarded to FSS Europe.



FSS EUROPE

The Top Opportunities Section

Advertise your senior management positions to Europe's business readership. For information please contact:

Philip Wrigley
+44 71 873 3351

Financial Systems Development Manager

The BBC World Service is the international service of the BBC. It reaches an audience of 130 million in English and 40 other languages and is the international broadcaster with the biggest audience in the world.

We are embarking on an ambitious programme of finance systems developments to support internal trading between newly established Business Units and to improve the quality of information provided to managers.

We are now seeking a Financial Systems Development Manager who will be a senior member of the Finance management team and who will lead the Finance department's input to these systems developments.

Working closely with the financial systems project manager, the principal responsibilities of the FSM will be to:

- co-ordinate and provide detailed inputs to financial systems developments
- undertake user quality assurance
- document systems
- develop and document Finance user procedures
- participate in user training
- manage the work of a small systems administration unit.

Candidates should be qualified accountants and should have substantial experience of large financial systems implementation, including specification of user requirements, team leadership, development of systems/user procedures and training documentation, user acceptance testing, data conversion and transition and quality assurance. Experience as a financial line manager would be an advantage.

The appointment will initially be for twelve months, with a possibility that it will be converted thereafter to a permanent position. Salary c. £40K. Based Central London.

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The Director reports to the Chief Executive, provides reports for the Board of the Corporation, the Finance Committee and the Audit Committee and regularly attends the meetings of these three committees. Following a recent reorganisation, the Director is now responsible for the College's MIS which adds a significant dimension to the breadth of responsibilities of the post. The Corporation is seeking to appoint someone who can build upon and develop the excellent financial base which has been established since the College left the control of the County Council in April 1993.

Applicants must have a recognised accountancy qualification, (eg ACA, ACCA, CIMA etc) together with a range of experience some of which must have been gained in the private sector preferably within large organisations. The ability to manage the development and implementation of new computer based systems is an important feature of the post. The College is pursuing delegated budgetary control which requires non-financial managers to manage their budgets and the Director is required to provide leadership and support for this culture change. The Director must have a good knowledge of tax matters including VAT and covenant payments. The Director has a team of 27 staff, 4 of whom are direct reports including a personal secretary.

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If you are interested in this challenging post, please send a brief letter of application together with a full CV to Tricia Leman, Director of Personnel, Amersham & Wycombe College, Stanley Hill, Amersham, Bucks HP7 9HN.

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- Stature and maturity to influence at senior level. Ability to contribute to all aspects of the business.

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IN BRIEF VW makes strong third-quarter gain

Volkswagen climbed further back into profits in the third quarter, with the benefits of rising demand and its tough action to cut labour and components costs almost wiping out the loss made at the start of the year. Page 18

Procter gambles with nappy changes

While pulp prices are rocketing worldwide, Procter & Gamble, the US consumer products group, said it was cutting the US price of its Luvs disposable nappies by 11 per cent. Procter & Gamble, which makes 15 per cent of its global revenues from disposable nappies, said it was cutting the price of Luvs to claw back market share from cheaper, store-branded and private label nappies. Page 20

BA and Qantas back to the drawing board
British Airways and Australia's Qantas, in which BA holds a 25 per cent stake, are expected to re-examine ways of combining resources on their Australia-Europe services, after Australia's Trade Practices Commission blocked a proposal which would have seen the two carriers jointly set air fares and freight rates on these routes. Page 19

Hint of an upturn in Japan

Japan's leading construction contractors reported a sharp fall in profits for the six months to the end of September, but said that order books were starting to grow again for the first time in four years.

NAB surges 46%

National Australia Bank, the strongest of the country's four big banks, yesterday announced a \$4.71bn (US\$1.29bn) profit after tax, abnormally and outside equity interests, for the year to end-September. Page 19

Record period at Wal-Mart

Store openings and a large increase in revenues helped Wal-Mart Stores, the US discount store group, increase net income by 13 per cent in its third quarter to October. Page 20

Ericsson jumps 88%

Pre-tax profits at Ericsson, the Swedish telecommunications group, jumped 88 per cent in the first nine months to \$K3.49bn (\$475m) from \$K1.85bn on the back of surging sales of mobile telephone equipment. Page 20

BFI increases bid for Atwoods
Atwoods described the increased bid of \$391m from Browning-Ferris Industries of the US as meagre and cynical, and urged shareholders to reject the offer in favour of the proposed break-up plan. Page 22

Barclays makes preference buy back

Barclays Bank is to reduce excess capital by buying back \$500m of non-cumulative preference shares. Page 22

Whitbread rises to £183.6m

Whitbread opened the UK brewers' reporting season with a sharper profit rise than forecast, thanks to strong gains in premium lagers. Page 23

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Chief price changes yesterday

FRANKFURT (DM)		PARIS (FF-F)	
BMW	840 + 0.5	Alcatel	995 + 16
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25
Deutsche	650 + 10	Bois	750 + 25

New York prices at 12.30pm.

LONDON (Pence)		WALL STREET	
Alcatel	104 + 54	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6
Bois	143 + 11	Bois	125 - 6

AT&T seeks Groupe Bull stake

By John Ridding in Paris and Tony Jackson in New York

AT&T, the US telecoms company, is seeking to participate in the privatisation of Groupe Bull, the loss-making French computer group.

The US group is proposing to ally with Quadral, the holding company which controls CSE, the French electronics equipment concern, to take a joint stake of up to 40 per cent in Bull, according to sources in Paris. Quadral is expected to be the majority partner in a joint offer.

Unlike previous French privatisations, the sale of Bull will be conducted through the formation of industry partnerships rather than a public offer. The French

government, which is seeking to reduce its holding in Bull from 76 per cent to below 50 per cent before next spring's presidential elections, is due to launch a formal tender for stakes in Bull by the end of the month.

The planned privatisation has already drawn interest from NEC, the Japanese computer company which holds 4.4 per cent. NEC said last week it was planning to increase its participation and is thought to be seeking a 10 per cent holding.

Industry observers said that the proposal from AT&T and Quadral would be compatible with the offer from NEC. The US group and its French partner would seek to expand Bull's activities in systems integration and information services and

to capitalise on the convergence between the telecoms and computing industries.

It is thought that AT&T, which refused to comment directly on the deal, will not want to involve itself directly in Bull's computer operations. It said: "We are very pleased with the capabilities of our own computer unit and its success in markets around the world. AT&T is very much interested in advancing the openness of telecommunications markets in general, and in particular in countries such as France where markets are closed."

French government officials declined to comment on the proposals for Bull's privatisation, but they are in pressing need for industrial partners to secure the company's position. Bull has incurred combined

losses of more than FF15bn (\$2.95bn) over the past three years and has required subsidies of FF11bn since the beginning of 1993.

Losses have been sharply reduced since the implementation of a recovery plan by Mr Jean-Marie Descarpentries, who took over as chairman last autumn. The European Commission, however, has demanded that the company be privatised as a condition for approving the last tranche of state aid.

Despite the potential attractions of the offer from AT&T and Quadral, there are possible hitches. In particular, Mr Descarpentries is thought to favour a dispersed shareholding structure including an increased stake for NEC.

Hilton calls in advisers for sell-off

By Richard Tomkins in New York

Shares in Hilton Hotels, the US hotel and casino group, surged almost 17 per cent during early trading after the company yesterday effectively put itself on the market for the second time in five years.

The company has engaged Smith Barney, the Wall Street investment bank, to advise on a number of strategic alternatives including a possible sale of the company, outright or in parts; a spin-off of one or more of its businesses; a recapitalisation; a merger; a share repurchase programme; or a similar transaction. The purpose of the move was to enhance shareholder value, but the company would not elaborate.

Hilton Hotels owns, manages and franchises the Hilton chain of hotels in the US, operates several more hotels under the Conrad name internationally, and has extensive gaming operations, mostly in Las Vegas. Its market capitalisation, following yesterday's early jump, is \$3.2bn.

The company once operated Hilton hotels in big cities all over the world, but it sold the Hilton International business in 1986. That company is now owned by Ladbroke, the UK leisure group, and Hilton is no longer allowed to put its name on hotels outside the US.

Some 24.5 per cent of Hilton Hotels' stock is held by Mr Barron Hilton, the company's chairman and chief executive. A Hilton family charitable foundation, the Conrad N. Hilton Fund, controls another 8.6 per cent.

When Conrad Hilton, the company's founder, died in 1979, his son Barron fought a 10-year legal battle to stop "outsiders" gaining control of what was then a family company. In 1989, less than a month after winning a partial victory by securing 34.5 per cent of the company's equity, Mr Barron Hilton put his stake up for sale.

Asked why he had changed his mind, he said at the time that he was acting as his father would have done if he had seen the huge prices being paid for prime hotels. But a year later, Mr Hilton was forced to take the company off the auction block again because there were no serious bidders. After years of weakness in the US hotel industry caused by the lingering effects of recession, Hilton's hotel operations have recently been performing well.

Alice Rawsthorn reports on the death of the Japanese romance with Hollywood Tarnish sets in on Sony's dream of the silver screen

When the news broke five years ago that Sony, the powerful Japanese electronics group, had pounced on Columbia and TriStar, the famous Hollywood studios, the reaction of the US media was nothing short of hysterical. Sony's \$3.4bn acquisition, followed by the news that Matsushita, another force in Japanese electronics, was buying MCA for \$6.1bn, unleashed a stream of rhetoric about the Asian invasion into America's cultural heartland - Hollywood.

This mood soon changed as it became apparent that Sony and MCA's sober-suited executives were finding it difficult to manage their egocentric new subsidiaries. Sony yesterday demonstrated how difficult its Hollywood adventure had been by announcing a first-half \$265bn (\$2.9bn) loss due to a \$265bn write-off on Sony Pictures Entertainment (SPE), which includes Columbia and TriStar.

The scale of the write-off outstripped the most pessimistic predictions. Against the backdrop of last month's public showdown between Matsushita and its unruly executives at MCA, it has strengthened suspicions that Sony and Matsushita blundered badly by making expensive acquisitions in the US entertainment industry.

Ms Rebecca Wittington-gram, analyst at Morgan Stanley in London, said: "If there is a moral to this story it's that Japanese electronics groups do not make good parents for Hollywood movie studios."

Things seemed so different five years ago when Sony and Matsushita embarked on their US spending spree. The consumer

electronics market was maturing and the Japanese groups faced fierce competition from rivals in lower cost countries such as South Korea, Malaysia and the Philippines.

Sony and Matsushita desperately needed to diversify. Both took the view that the most appropriate area for investment was the software side of their business: the film studios and record companies that produced the movies and music pumped out by their hardware.

Entertainment also offered excellent growth prospects. The emergence of new forms of distri-

The gulf between corporate Japan and Hollywood was wider than feared

bution in cable and video, coupled with the globalisation of consumer tastes and the creation of lucrative markets in eastern Europe and south-east Asia, augured well for long-term sales of English language films and music.

The hitch was that the gulf between the ethos of corporate Japan and the world of Hollywood was wider than they had feared. One New York analyst said: "These LA guys seem like a flakey bunch of prima donnas here in Manhattan. Over in Tokyo they must seem completely crazy."

Temper seemed to cool after last month's showdown. However, the intensely private Matsushita has been left in an uncomfortable situation whereby one of its most important subsidiaries is run by two men who have publicly criticised its performance.

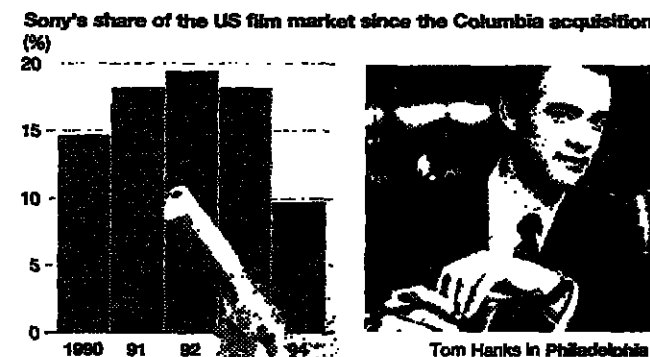
Sony is in a similar predicament in the music industry thanks to Mr George Michael, the British singer who has mounted an expensive legal battle to sever his contract with its CBS music subsidiary. Mr Michael is now reported to be in talks with Mr David Geffen, who is leaving MCA to set up his own entertainment group.

However, Sony's problems in music pale beside its traumas with films. It has over the past five years invested an estimated \$4.5bn in SPE on top of the \$3.4bn acquisition price. Mr Peter Guber, who spent most of that money, resigned last month as SPE chairman. His departure ended a grim year of internal rows, allegations linking senior SPE executives to the Heidi Fleiss sex scandal and a poor performance at the box office.

SPE had an erratic year in 1993 with some successes, such as *Philadelphia*, but a disappointment in *Last Action Hero*, its \$126m Arnold Schwarzenegger vehicle. This year has been worse. Variety magazine estimates that SPE's share of the US box office has fallen from 14.7 per cent in 1990 to 9.8 per cent this year. Sony's studios are also bottom of this year's league table for

Brawn beaten

Sony's share of the US film market since the Columbia acquisition (%)



Tom Hanks in Philadelphia

Gross revenues per film, and market share

Jan-Oct 1994	\$m	%
Paramount	65.3	14.3
Universal	40.2	13.5
Buena Vista	33.2	10.5
Fox	31.8	10.4
New Line	24.1	6.7
Warner Bros	23.4	15.2
Columbia	18.1	4.7

Source: Variety

average gross per film with \$18.1m against \$55.3m for Paramount, the top studio.

Yesterday's writedown marks Sony's attempt to clear the debris of its first five troubled years in Hollywood. Its studio also faced substantial second-quarter losses for mopping up abortive development projects and lingering legal suits. After Mr Guber's departure it now, in theory, has a chance to start afresh.

But some observers suspect Sony and Matsushita's plight is not due to cultural incompatibility, but to a flaw in their strategy. This suggests they should have stuck to hardware.

Sony and Matsushita have already made modest investments in information technology. But both privately admit they could have invested more aggressively had it not been for their commitment to Hollywood.

National Power plans £500m buy-back at government offer

By Simon Davies in London

National Power, the UK electricity generating company, is set to soak up more than £500m (\$820m) of the government's forthcoming £2.5bn offer of the power company's shares through a buy-back plan announced yesterday.

The purchase of up to 102.5m National Power shares is aimed at using its enormous cash resources to boost earnings per share. It should also improve demand for the government offer. PowerGen, its listed competitor, said it was considering a similar move, after recent buy-backs on the stock market.

The UK government is due to sell off its remaining 40 per cent stake in both PowerGen and National Power in February. The National Power share buy-back

would represent around 21 per cent of the government offer, and up to 8 per cent of its issued shares.

The buy-back will come from the 295m shares that the Treasury had earmarked for international institutions, but the international tranche should still amount to close to £1bn.

National Power said the deal would result in an increase of between 3 and 4 per cent in its earnings per share, and that its dividend would be increased by a similar percentage. It plans to reduce its dividend cover, to allow further increases.

The company also announced a new £500m revolving credit facility, and unveiled significant board changes, including the appointment of Mr Keith Henry as chief executive.

Its share price rose 7p to 511p

yesterday, helped by the announcement of a 14 per cent increase in pre-tax profits before exceptional items to £241m, and a 16 per cent increase in dividends.

PowerGen, which bought back 0.6 per cent of its shares earlier this year, said: "We have had discussions with the Treasury. We are considering the possibility of further share buy-backs, but we are keeping all our options open."

Some institutions complained the share buy-back will be handled via the government offer, rather than through the stock market.

National Power will pay the same price as international institutions, with a discount for paying up immediately, rather than in three instalments.

Lex, Page 16; Details, Page 23; People, Page 11

Hewlett shares at 10-year high

By Louise Kehoe in San Francisco

Hewlett-Packard's share price reached a 10-year high yesterday when the computer and electronics company reported stronger than expected fourth-quarter results. Earnings rose 60 per cent on a 23 per cent revenue increase.

H-P, the largest US computer company after IBM, is setting the pace in the market for "client-server" networks of computers and dominates the growing market for printers used with personal computers.

Fourth-quarter sales and order growth was "outstanding and well balanced across all geographies", said Mr Lew Platt, H-P chairman, president and chief executive.

"Earnings grew substantially with all major businesses contributing."

By the mid-session yesterday H-P shares were trading at \$101.25, up from Wednesday's close of \$98.75. Net earnings for the fourth quarter, ended Oct 31, were \$476m, or \$1.83 a share, up from \$298m or \$1.18 a share in the same period last year. (Earlier this year H-P changed its earnings per share calculations to include employee stock options increasing the effective number of shares outstanding by about 5m to 260m.)

Net revenue for the quarter was \$7.0bn, an increase of 23 per cent. US sales were \$3.3bn, up 20 per cent, while international sales rose 26 per cent to \$3.7bn.

used at \$6.9bn, an increase of 25 per cent over the same period last year. The order growth rate signals continuing strong performance in fiscal 1995.

As a percentage of net revenue, cost of goods sold rose to 62.3 per cent from 61.4 per cent in last year's fourth quarter.

For the full year, H-P reported a 36 per cent increase in net earnings to \$1.6bn from \$1.2bn. Net earnings per share were \$6.14, up from \$4.65.

Mr Platt said that H-P is starting 1995 in a strong competitive position. "We just finished an excellent year," he said. "But given our size, and the fact that our growth rates have exceeded those of many markets in which we compete, we're not assuming that our recent order-growth rates will continue."

This announcement appears as a matter of record only.

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INTERNATIONAL COMPANIES AND FINANCE

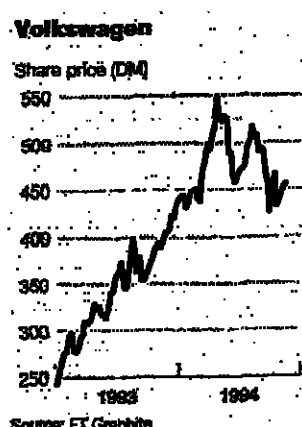
VW on course for full-year profit after strong quarter

By Andrew Fisher in Frankfurt

Volkswagen climbed further back into profits in the third quarter, with the benefits of rising demand and its tough action to cut labour and components costs almost wiping out the loss made at the start of the year.

The German motor group said the after-tax loss for the first nine months was down to DM73m (\$47.1m) from DM1.53bn in the same period of 1993. Its third-quarter net profit of DM136m compared with DM133m in the second quarter, and a loss of DM342m in the first three months. In the third quarter of 1993, it made a net profit of DM70m.

For the full year, VW said it expected to "at least break even". In 1993, it made a group loss of DM1.5bn. "The underlying trend is basically very positive," said Mr Stephen Reisman, motors analyst at UBS. He forecast fourth-quarter



profits of more than DM400m, making full-year earnings of around DM340m.

Under the uncompromising leadership of Mr Ferdinand Piëch, VW - whose group operations include Audi, Seat in Spain and Skoda in Czechoslovakia - has striven to bring down the cost of labour and of bought-in parts and materials.

Despite the improved figures, however, the shares closed DM4.50 lower at DM455 yesterday.

VW said turnover in January-September was 4.3 per cent higher at DM58.8bn. Unit sales rose 6.7 per cent to 2.3m vehicles; in Germany, they slipped by 3.4 per cent to 662,500 units, but abroad they showed an 11.4 per cent increase to 1.64m.

In western Europe, excluding Germany, deliveries were up 6 per cent to 857,000 vehicles, with a 22.5 per cent improvement to 236,000, in North America.

Because of model changes in Germany, third-quarter turnover was flat.

Mr Reisman said the July-September result showed clearly the impact of the drive to cut component costs - spearheaded by the controversial Mr José Ignacio López de Arriortúa - and of the reduced working week.

Mannesmann bounces back to the black

By Michael Lindemann in Bonn

Mannesmann, the engineering group which is beginning to benefit from earnings in its telecommunications activities, staged a turnaround to a profit in the first nine months of this year, following a DM27m loss in the first half.

The group's profits, which were not specified, "improved substantially", while turnover rose to DM21.1bn in the first nine months, up 9 per cent on the year before. New orders jumped 18 per cent to DM24.7bn.

The group's telecommunications division, built around the successful D3 mobile phone network which now has about 760,000 clients, is expected to report its first full-year profit. It broke even last December.

The improved results at the Düsseldorf based group were driven mainly by "dynamic" exports but it also saw improvements in the domestic market. The strongest performers were the automotive technology and hydraulics divisions.

Krauss-Maffei, one of the world's leading tank makers, reported "exceptionally high" orders following contracts from Sweden and the Netherlands.

The group was also helped by a turnaround at its pipe unit, one of its oldest activities. It represents almost 20 per cent of group turnover and has lost money in recent years. Sales rose 18 per cent, lifted by better turnover at the group's Brazilian unit, while orders rose 2 per cent to DM3.2bn.

Demag, the plant division, increased orders "significantly" following a rise in exports and the incorporation of Van Dorn Demag, a further step in Mannesmann's strategy of strengthening its presence in the US market.

VDO, the automotive technology business, saw orders rise 18 per cent in spite of "sluggish" growth in the car industry. Sales rose 9 per cent. But problems remain at Hartmann & Braun, the group's electronics division, which made a loss.

Steady headway for Swedish banks

By Christopher Brown-Humes in Stockholm

The pattern of lower loan losses and weaker underlying results which has characterised the Swedish banking sector this year was highlighted yesterday when Nordbanken and Swedbank unveiled their nine-month figures.

Nordbanken, the biggest casualty of Sweden's 1992 banking crisis, disclosed a SKr3.54bn (\$481.6m) operating profit for the period, after being lifted by last December's acquisition of Gota Bank.

Pro-forma figures, excluding Gota, show profits rising to

SKr2.77bn from SKr2.48bn. Swedbank achieved a SKr2.61bn profit, following an unexpectedly strong third quarter which prompted it to raise its full-year forecast and promise a dividend. Its result at the nine-month stage in 1993 was a SKr2.66bn deficit.

Both banks saw a sharp reduction in loan losses due to the recovery in the Swedish economy and lower interest rates. Excluding Gota, Nordbanken's loan losses fell to SKr1.35bn from SKr3.41bn.

Swedbank's loan losses tumbled 82 per cent to SKr3.35bn from SKr8.86bn. It also benefited from a SKr1.58bn capital

gain on the sale of shares in Robur, a fund management unit.

Before loan losses, pro-forma figures from Nordbanken showed a SKr4.12bn profit, down from SKr5.89bn, while Swedbank's result, including the capital gain, was SKr5.96bn, against SKr6.21bn. Weaker loan demand and tighter margins lowered both banks' net interest income. They also had lower capital gains on bond sales than in 1993.

Nordbanken, bailed out by the state in 1992 and due to be privatised next year, forecast full-year profits of SKr4.6bn,

saying final-quarter operating profits should be at least as much as the SKr1.09bn achieved in the third quarter.

Privatisation will enable the government to recoup some of the SKr80bn worth of support which underpinned Nordbanken and Gota Bank at the height of the country's financial sector crisis.

The gradual reduction in the bank's loan losses and problem loans is expected to continue, providing there is no sudden upswing in interest rates. At the end of September, net problem loans amounted to SKr6.1bn, against SKr7.6bn at the start of the year.

Bosch-Siemens buys Gaggenau of Germany

By Andrew Baxter

Bosch-Siemens Hausgeräte, Europe's second biggest producer of white goods, is strengthening its position in upmarket domestic appliances with the purchase of Gaggenau, the long-established German manufacturer.

Terms were not disclosed, but Gaggenau has about 900 employees and annual sales of DM215m (\$138.6m).

A restructuring programme already under way at Gaggenau will continue, said Bosch-Siemens, which will maintain the Gaggenau brand.

The deal continues the trend of consolidation in the European domestic appliances sector. It comes a few days after Munich-based Bosch-Siemens said it would link with China's Wuxi Little Swan to build a washing machine factory in China. The \$30m venture, in which Bosch will have a majority stake, will produce European-designed washing machines for the Chinese market.

Cutbacks at Willis Corroon after fall

By Ralph Atkins Insurance Correspondent

Willis Corroon, the UK insurance broker, yesterday launched a sweeping restructuring of its main businesses, involving substantial job cuts, in an attempt to correct an "unsatisfactory" profits performance.

The group said it was making an exceptional charge of \$40m (\$65.6m) this year to cover reorganisation and streamlining costs, about half of which may be for redundancy expenses. The cost of surplus properties leased by the group is also being written off. Willis's target is to reduce costs by at least \$30m a year - about 5 per cent of operating expenses - but it refused to say how many jobs might be lost. It employs about 11,300 people worldwide.

The announcement came as the group reported a fall in pre-tax profits in the first nine months of 1994 to \$54.4m from \$70.1m. It blamed poor trading conditions but also said

expenses in continuing operations had risen by 6 per cent, partly because of the cost of reforming its US construction operation.

Operating revenues fell to \$549.3m in the first nine months from \$576.3m. The group will pay a fourth interim dividend of 1.6p in January.

Willis's shares closed up 8p at 145p with analysts welcoming the strategic changes. But there was scepticism that target cost savings could be achieved quickly. Profit forecasts for the full year have been cut to about \$15m.

Willis's restructuring also reflects mounting competitive pressures in insurance broking as premium rates stabilise or fall and big client companies move towards managing risks internally or buying fee-based consultancy rather than commission-based broking services.

Mr Max Taylor, chief operating officer, said, "there are attractive returns to be made in the insurance broking business".

Why Budge is ready to dig deep

So now we know why RJB Mining was able to offer what seemed so much for the English mining regions of British Coal.

If the company's projections are correct and it can make \$220m (\$361m) in pre-tax profits in 1995, as it says it can in papers being shown to institutions, then its proposed \$214m acquisition may end up looking rather cheap.

But it is a large if. According to coal and electricity industry executives and analysts, serious questions also hang over other assumptions which the company is using to gather support for one of the most audacious bids seen on the London stock exchange for some years.

Much is riding on the outcome of the £1.1bn fund-raising exercise which RJB and Barclays de Zoete Wedd have embarked upon.

If it fails, ministers will be forced to look for another buyer among the bidders it passed over when choosing RJB.

The government's already flagging privatisation programme would also suffer a blow, and the credibility of both BZW and N. M. Rothschild, the merchant bank which advised the government on the bids and their feasibility, would be damaged.

Michael Smith examines RJB Mining's bid and profits projections for British Coal

to finance the bid and provide working capital. BZW is said to have conducted more "due diligence" on the bid than any other in recent years.

There are still many institutional investors interested in providing funds. "People want to invest in coal," said Mr Charles Kernot, analyst at Credit Lyonnais Leasing.

Nonetheless few institutions, if any, have made commitments.

"I am impressed by the company's management but the complexity of the bid means I need more guidance on the numbers," said one potential institutional investor.

There will be no shortage of that in the next few weeks. At least some of the advice on offer is likely to be either non-committal or even negative. "He may be able to make \$220m in 1995 but it looks tight," says Mr Kernot.

One of RJB's rival bidders said that if the company was able to make as much as it projects then it will be the most profitable coal company in the world, "certainly more profitable than Hanson's Peabody or RTZ". This, he says, is highly optimistic in a country where costs have traditionally been, and remain, high by world standards.

From the point of view of potential lenders for the \$220m of debt RJB wants to raise, the crucial period will be the years before 1998.

RJB predicts that by that time it will have paid off all the bank debt which amounts to \$228m (the other \$100m will be financed through a longer term corporate bond).

This provokes differing opinions among rival bidders and analysts who have computer models to run the RJB figures through. One says debts will still be high in 1998; another believes borrowings can be cleared, saying "key assumptions" in the RJB presentations on both price and volumes prior to 1998 seem "eminently feasible" and that sale of stocks, valued at \$314m, can clear some of the debt.

The key assumptions are, after all, largely predictable. RJB will inherit contracts to sell 28m tonnes of coal in 1998 to the electricity generators at prices already agreed. It assumes that it can sell around 35m a year tonnes of coal in the next three years but that includes the domestic and industrial markets and so seems plausible.

Most coal industry executives believe that the debt will be successfully raised in the next few weeks (although there is less of a consensus about whether it can be paid off by

1998). Placing the shares to raise \$425m may prove a more critical test as potential investors will focus on the less predictable years after 1998.

In presentations to potential equity investors, RJB is saying that the initial dividend yield is expected to be about 4.5 per cent but that there will be a "policy of rapid dividend growth" with "substantial increases expected after the reduction of debt".

RJB assumes demand for the coal produced and sold from the regions it is buying will remain constant at about 34.5m a year for the rest of the decade.

However the post-1998 difficulties were highlighted yesterday when Mr John Baker, chief executive of National Power, the UK coal industry's biggest buyer, said his company would like to buy UK coal but expected that after 1998 volumes would fall and prices become more competitive.

According to most forecasts outside the RJB camp, markets will decline markedly after 1998.

Some executives think RJB will struggle to sell 25m tonnes a year from the coal regions after 1998.

Intense competition with other producers seems inevitable. That makes the £1.32 a gigajoule (at today's prices) assumed for 1998 and 1999 look optimistic. A more appropriate figure would be £1.15 or less, say some forecasts. Tables, Page 23

This announcement appears as a matter of record only.

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provisions of the notes, notice
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payable on the relevant
interest payment date 21
February 1995 will amount to
US\$159.98 per US\$10,000 note.

Agent: Morgan Guaranty
Trust Company
JPMorgan

Wells Fargo & Company

US\$200,000,000
Floating rate subordinated
capital notes due 1998

The notes will bear interest at
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Interest payable on 21 February
1995 will amount to US\$159.98
per US\$10,000 note.

Agent: Morgan Guaranty
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The Republic of Venezuela

U.S. \$211,139,000
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USD Discount Series B

In accordance with the provisions of
the Bonds, notice is hereby given
that for the interest period from
November 18, 1994 to May 18, 1995
the Bonds will carry an interest rate
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By: The Chase Manhattan Bank, N.A.
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Lead Managers

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LANDESBANK RHEINLAND-PFALZ GIROZENTRALE, MAINZ

Managers

BANK IN LIECHTENSTEIN AG
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KREDITBANK N.V. DUBLIN BRANCH
LANDESBANK SAAR GIROZENTRALE

Agent

WESTDEUTSCHE LANDESBANK GIROZENTRALE

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entitlement to payment of principal and interest on deposits with



Banca Nazionale del Lavoro
(Incorporated in an Italian City of Origin & Debit Public in the Republic of Italy)

London Branch
Notice is hereby given that the Rate of Interest for Coupon No. 38
has been fixed at 6.1875% pa and that the interest payable on the
relevant interest payment date, February 21, 1995 in respect of
US\$10,000 nominal of the Receipts will be US\$163.26 and in
respect of US\$250,000 nominal of the Receipts will be
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November 18, 1994, London
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Black st

INTERNATIONAL COMPANIES AND FINANCE

Ericsson disappoints with 88% nine-month advance

By Christopher Brown-Humes in Stockholm

Pre-tax profits at Ericsson, the Swedish telecommunications group, jumped 88 per cent in the first nine months to SKr3.49bn (\$475m) from SKr1.85bn on the back of surging sales of mobile telephone equipment and tight cost control.

Although the result was in line with expectations, it disappointed a market hoping for better figures and the group's B shares fell 5 per cent to SKr439 on profit-taking. This was in spite of a strong third-quarter order intake and confident remarks about prospects from Mr Lars Ramqvist, chief executive.

The group's radio communications division, including mobile telephony, underpinned the performance with a 56 per

cent advance in nine-month sales to SKr26.3bn. Its strong showing, based on rapid growth in the US, Japanese and Australian markets, enabled the group to lift overall sales 29 per cent to SKr54.6bn.

In the third quarter, radio communications sales rose 47 per cent to SKr9.2bn from SKr6.24bn, more than half total sales of SKr18.06bn. Mobile telephony sales were 72 per cent higher.

The group's other big division, public communications, saw nine-month sales expand to SKr17.2bn from SKr15.1bn. Mr Ramqvist said full-year results would be "significantly higher" than last year's SKr3.1bn.

"We retain our clear leading position in the world in mobile telephone systems, with sharply rising installations of

all established systems. We also see a very positive trend in the area of mobile telephones, with a growing share of the world market."

Order bookings were 30 per cent higher in the third quarter, taking them to SKr60.1bn, ahead 22 per cent, for the first nine months.

The group's success in lifting orders for 12 consecutive quarters was described by Mr Ramqvist as "evidence that we truly have very competitive offerings for our customers."

The group's fastest-growing markets are in Asia, where nine-month sales climbed 80 per cent to SKr11.4bn from SKr6.3bn.

China and Japan are now the company's fifth and sixth largest markets after the US, Sweden, Italy and the UK.

Analysts forecast full-year profits of about SKr5.5bn.

Woolworth posts first net profits in six quarters

By Richard Tomkins in New York

Woolworth, the troubled US retailing group, yesterday pulled itself out of six consecutive quarters of losses. It posted net profits of \$37m in the three months to October compared with net losses of \$56m in the same period last year.

However, the comparison was flattered by special provisions and one-time charges that hit results in the third quarter of 1993. Excluding these, the combined operating profits of the company's general merchandise and specialty retailing divisions were little changed.

Woolworth has been cutting back its fading five-and-dime stores and diversifying into specialty retailing. The strategy has failed to yield results. At the operating level, Woolworth said the specialty retailing operations had increased profits to \$5m from \$61m and the general merchandise

operations had turned in a \$9m profit in the latest quarter from a \$31m loss.

However, the 1993 figures included special provisions of \$23m against specialty retailing and \$49m against general merchandise operations relating to workers' compensation and general liability insurance.

Without these, the comparison would have shown profits of the specialty retailing rising less - to \$5m from \$8m - and profits of the general merchandise operations declining to \$9m from \$18m.

The company took a restructuring charge in last year's third quarter to cover 13,000 job cuts and closing 970 general merchandise stores in North America. Without the charge, the comparable period's net losses would have been \$3m.

Total group revenues fell to \$2.1bn from \$2.39bn. Earnings per share were 28 cents compared with losses per share of \$2.68 last time.

Notebook computers help Dell increase sales in third quarter

By Louise Kehoe in San Francisco

Dell Computer, the US personal computer manufacturer, reported improved third-quarter results following its re-entry into the market for notebook computers and a renewed focus on "direct" sales via mail order and telephone.

Sales increased 17 per cent to \$855m from \$737m in the same period last year. Net income for the quarter was up sharply to \$41.1m, or 93 cents a share, from \$12m, or 26 cents, last time.

Notebook computers represented 9 per cent of worldwide computer sales, up from 5 per cent in the second quarter. Dell also reported strong sales of

desktop PCs based on Intel's high performance Pentium microprocessor, which represented 32 per cent of sales in the quarter.

Third-quarter sales also benefited from a seasonal increase in US government sales, which typically decline in the fourth quarter, the company said. However, revenues from Europe and large US accounts are expected to offset the decline, said Mr Thomas Meredith, chief financial officer.

Noting that competitive pricing pressures are intense, Mr Dell said that the company "may choose not to take advantage of every opportunity for incremental revenue in order to deliver steady and sustainable results".

Gross profit margins declined sequentially from 21.4 per cent of sales in the second quarter to 20.5 per cent of sales.

However, operating expenses dropped to 13.8 per cent of sales, versus 15 per cent in the second quarter.

Although earnings were above Wall Street expectations of about 87 cents per share, Dell's share price declined to trade at \$43 in mid-session, down from Wednesday's close of \$46.

For the year to date Dell reported revenues of \$2.44bn, up from \$2.13bn in the same period last year. Net earnings were \$82m, or \$2.10 a share against a loss of \$55.1m, or \$1.48.

Record third period at Wal-Mart Stores

By Richard Tomkins

Store openings and a large increase in revenues helped Wal-Mart Stores, the US discount store group, increase net income by 13 per cent to a record \$588m in its third quarter to October from \$519m for the same period last year.

Revenues shot up 21 per cent to \$20.4bn, reflecting new store openings and recent acquisitions. But profits lagged the growth in turnover because much of the increase came from the recent acquisition of the loss-making Pace Membership Warehouse chain from Kmart and the Woolco chain from Woolworth Canada.

Earnings per share rose 13 per cent to 26 cents from 23 cents.

At the end of the quarter, the company had 61 more Wal-Mart discount stores than it

had a year earlier, making a total of 1,963. The number of Supercenters rose by 52 to 119 and the number of Sam's Clubs rose by 75 to 437. The company added 122 Canadian Wal-Mart stores, increased the number of Mexican stores by 38 to 52, and opened three Value Clubs in Hong Kong.

The Sam's Club membership warehouse operations continued their recent weakness, with same-store sales falling 0.7 per cent. This was offset by strong growth in the core Wal-Mart operations which increased same-store sales 7.4 per cent.

Until recently, Wal-Mart's shareholders had been accustomed to seeing earnings growth averaging 25 per cent a year, but the company, the world's biggest retailer, is finding it hard to sustain the momentum.

ABN Amro acquires 20% of Asian broker

By John Gapper, Banking Editor

ABN Amro, the Dutch bank which is attempting to build a large international investment banking business, yesterday said it had acquired a 20 per cent interest in an Asian stockbroker with the intention of acquiring majority control.

The bank hopes to build up its stake in HG Asia Group, a leading broker in Asian markets, to majority control within the next year. The HG Asia network was formerly part of Hoare Govett, the UK stockbroker which ABN Amro acquired two years ago, but was then bought out by its management.

Mr Louis de Bievre, the ABN Amro board member responsible for investment banking, said the bank had had "a rather limited" presence in

Asian equities. He said ABN Amro had employed a consultant to look for acquisitions but the HG Asia chances had arisen through past connections. It would not have bought the stake unless it was confident of acquiring majority control.

The two other large shareholders in HG Asia are the Guoco Group listed in Hong Kong and HG Asia's management. The Guoco Group's part of the Malaysian Hong Leong Group, a conglomerate headed by Mr Quek Leng Chan.

Mr de Bievre said ABN Amro saw Mr Quek's involvement in HG Asia as an important aspect of the purchase because of his contacts in local markets.

He said Mr Quek wanted to remain a shareholder, which ABN Amro also wanted.

NEWS DIGEST

Banca di Roma to take control of south Italian bank

Banca di Roma, which owns Italy's biggest banking network, has confirmed it will take control of Banca Mediterranea, based in southern Italy, writes Andrew Hill in Milan.

Banca Mediterranea, which has about 90 branches in the Basilicata, Campania, Puglia and Molise regions, has announced a 1,200bn (\$176m) increase in capital reserved for Banca di Roma, which will give the Rome-based bank control.

Banca di Roma said it intended to take control of Banca Mediterranea, formed in 1992 from a merger between three regional banks, in the spring, when it would buy a 4.2 per cent stake in the bank.

Banca di Roma has more than 1,200 branches across Italy. As consolidation of the fragmented Italian banking sector continues, many analysts expect Banca di Roma to look for further acquisitions in the south, while banks such as Credito Italiano and Banca Commerciale Italiana, both based in Milan, attempt to expand in the richer northern part of the country.

Banca di Roma announced a profit last year of 1,880bn before tax. Banca Mediterranea, by contrast, has been hit by recession in the south of the country, and lost 1,622bn.

Indian tea company earns record profits

Tata Tea, India's biggest plantation company, reported a record net profit of Rs360m (\$11.5m) in the six months to September 30, against Rs350m a year earlier, even though tea prices have remained depressed because of over-supply, writes Kunal Bose in Calcutta. Sales fell marginally to Rs1.8bn.

In the first half, the company's export earnings rose Rs20m to Rs314m. However, Mr Krishnas Kumar, managing director, said export prospects for the remainder of the year "do not look too buoyant" because of continuing difficulties in exporting black tea to some countries.

RTZ terminates talks on gold mine sale

RTZ Corporation, the world's biggest mining group, and Kinross Gold, a junior Canadian company, have terminated negotiations on the sale to Kinross of the Ridgeway gold mine in South Carolina for \$547m, writes Kenneth Gooding in London.

No reasons have been given for the breakdown in talks, but Mr Bob Adams, RTZ director of planning and development, said yesterday: "We will lose no sleep over this."

Mr Bob Wilson, RTZ chief executive, said Kinross had made the first approach about the proposed deal and had offered a good price for what was RTZ's highest-cost gold producer. Ridgeway, which is expected to produce about

125,000 troy ounces of gold this year, also had limited reserves - about 10 years - and exploration potential.

He said that, contrary to market rumours, RTZ had not put a "for sale" sign on its US gold mines - which also include Barney's Canyon in Utah and Rawhide (51 per cent-controlled) in Nevada - but if the right offer came along it would be considered as these assets were not strategically important to the group.

MM to price Asarco offer at US\$28 a share

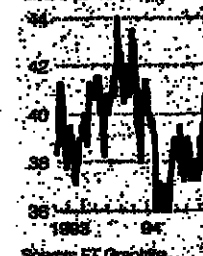
MM Holdings, the Queensland-based metals group, said its 24.5 per cent stake in Asarco, the US mining company, would be sold via a public offering at a price of US\$28 a share, writes Nikhil Tait in Sydney. This is slightly in excess of book value, and will raise about \$390m.

The offering is underwritten by CS First Boston and S.G. Warburg. MM, which has been steadily disposing of its non-core assets and investments, first announced plans to sell the Asarco stake in mid-October.

George Weston sees higher 1995 earnings

George Weston

Shares price (C\$)



Source: FT CompuLink

George Weston, the Canadian food distribution, forest products and fisheries group controlled by the Weston family, improved earnings in the first nine months and sees further gains in 1995, writes Robert Gibbons in Montreal. Third-quarter net profit was C\$4.7m (US\$3.5m), or 74 cents a share, up from C\$4.1m, or 45 cents, a year earlier on revenues of C\$3.55bn against C\$3.55bn.

Nine-month profit was C\$17.6m, or C\$1.52 a share, up from C\$15.8m, or C\$1.05, on revenues of C\$8.5bn against C\$8.05bn.

Mr Galen Weston, chairman, said food processing and distribution were improving margins, fisheries were turning round, and pulp and paper operations were now profitable.

He said that while Weston's return on equity was still well below normal, the company looked forward to better results again in 1995.

Electrolux in India move

Electrolux, the Swedish maker of white goods, yesterday acquired a 51 per cent stake in Intron, an Indian washing machine and washer dryer manufacturer, to enter the Indian market, writes Shriyas Sidhu in New Delhi. Electrolux will invest nearly \$2.5m for an equity stake in the company.

Mr Indar Khosla, managing director of Intron, said: "Our collaboration with Electrolux will benefit the company in upgrading our manufacturing, marketing and management techniques."

Rockefeller denies reports of mortgage default on centre

By Patrick Harverson

Rockefeller Group, which owns the Rockefeller Centre office complex in Manhattan, yesterday denied reports that it could soon default on its mortgage payments on the centre.

Rockefeller Group is 80 per cent controlled by Mitsubishi Estate of Japan while the other 20 per cent of Rockefeller Centre is in the hands of the Rockefeller family.

In a quarterly filing with the Securities and Exchange Commission, the holder of the \$1.3bn mortgage on the complex - the real estate investment trust Rockefeller Centre Properties (RCP) - warned there was "substantial concern" about the ability of Rockefeller Group to meet its mortgage payments. Due to the

depressed state of the New York commercial property market, Rockefeller Centre's rental income has not been able to cover its mortgage payments for years.

Yesterday the Rockefeller Group said the next monthly \$46.5m interest payment on the mortgage had been paid, and it remained committed to "maintaining the Rockefeller Centre as the premier commercial property in the world".

Although Mitsubishi and the Rockefeller family have made up the \$300m annual cash shortfall on the Rockefeller Centre's books for the past five years, the SEC filing raised doubts about Mitsubishi's willingness to continue covering the large losses.

If Mitsubishi pulled out of its commitment to cover the

losses and the property defaulted, ownership of the centre would revert to RCP as the mortgage holder.

Although property analysts have long doubted whether Mitsubishi would exit its losses because of the damage to its reputation, the SEC filing indicated that RCP believed the Japanese group may be close to changing its mind.

When Mitsubishi bought majority control of the landmark art-deco complex for \$1.4bn in 1988, it was one of the most high-profile Japanese investments in the US. Soon after that deal the New York property market collapsed and the 19-building complex is estimated to be worth less than \$1bn.

ANGLOVAAL GROUP			
Declaration of Interim Dividend - Year ending 30 June 1995			
Dividends have today been declared in the currency of the Republic of South Africa to holders of ordinary shares (final dividend). Sufficient dates related to this declaration are:			
Last day to register for dividends and for change of address or dividend instructions:			
Period during which transfer books and registers of members will be closed (both days inclusive):			
Currency conversion date for sterling payments to shareholders paid from London:			
Dividend warrants posted (on or about):			
Name of Company	Interim dividend declared	Cents per share	1994 1995
Eastern Transvaal Consolidated Mines Ltd. (Reg. No. 01/00442/006)	89	5.5	6
Hartbeespoortfontein Gold Mining Company Ltd. (Reg. No. 05/3392/006)	78	64	75
Zandpass Gold Mining Company Ltd. (Reg. No. 55/021/4/006)	45	10.3	12
The dividends are payable subject to conditions which can be inspected at the registered office or office of the London Secretaries of the companies. All companies are incorporated in the Republic of South Africa.			
By order of the boards:	London Secretaries	Registered Office	
	Anglovaal Trustees Limited	Anglovaal House	
	33 Davies Street	26 Main Street	
	London W1Y 1PN	2001 Johannesburg	
per: K.G. Williams			
17 November 1994			

Notice of Final U.S. \$20,000,000 Redemption
out of:
U.S. \$100,000,000
Lloyds Eurofinance N.V.
11% per cent. Guaranteed Bonds due 1994
Unconditionally and irrevocably guaranteed on a subordinated basis by

Lloyds Bank

NOTICE IS HEREBY GIVEN that pursuant to Condition 5(a) of the Bonds that the final U.S. \$20,000,000 principal amount of the Bonds will redeem at their principal amount.

Payments of principal will be made in accordance with Condition 5 of the Terms and Conditions of the Bonds on or after 30th December, 1994 at the specified office of any of the Paying Agents who are listed in the Terms and Conditions of the Bonds, against surrender of the Bonds with all unattached Coupons attached, failing which the face value of any missing unattached Coupon will be deducted from the payment. Any amounts of principal so deducted will be paid against surrender of the relevant missing Coupon within a period of six years from the date mentioned on the Coupon. Accrued interest due 30th December, 1994 will be paid in the normal manner against presentation and surrender of Coupon No. 12 on or after 30th December, 1994. Interest on the Bonds redeeming will cease to accrue from 30th December, 1994.

By: The Chase Manhattan Bank, N.A.
London, Principal Paying Agent

November 18, 1994

CHASE

Shawmut Corporation
U.S. \$50,000,000
Floating Rate Subordinated Notes
Due 1997

Notice is hereby given that the Rate of Interest has been fixed at 6.3125% and that the interest payable on the relevant Interest Payment Date February 21, 1995 against Coupon No. 40 in respect of US\$1,000 nominal of the Notes will be US\$166.58.

November 18, 1994, London
By: Citibank, N.A. (Issuer Services), Agent Bank

CITIBANK

Procter takes a gamble with nappy changes

The group hopes to regain market share with its latest price cuts, writes Richard Tomkins

Here is a puzzle. Pulp prices are rocketing worldwide, so companies making paper-based products are under pressure to raise their prices too. Yet Procter & Gamble, the US consumer products group, announced earlier this week that it was cutting the US price of its Luvs disposable nappies (diapers in the US) by 11 per cent. What is Procter & Gamble's game?

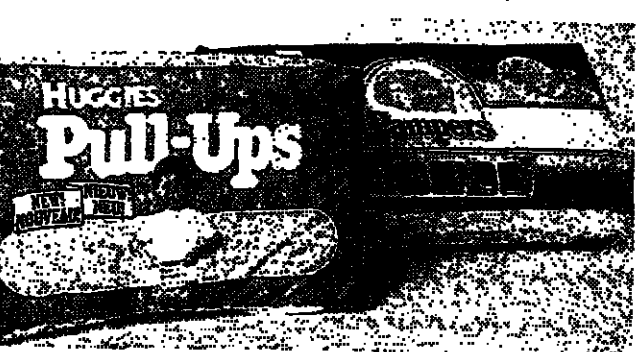
At first glance, the announcement sounded ominously like a repeat of Marlboro Friday. Procter & Gamble, which makes 15 per cent of its global revenues from disposable nappies, said it was cutting the price of Luvs to claw back market share from cheaper, store-branded and private label nappies. Last year Philip Morris, another big US packaged goods maker, employed much the same logic when it cut the price of Marlboro, its top-selling cigarette brand, to reverse its loss of market share to cheaper, generic brands.

So was this Diaper Tuesday? The comparison falters because Luvs, unlike Marlboro, is not a premium product. Procter & Gamble's top disposable nappy brand in the US is Pampers, while Luvs is a value-for-money brand. Procter &

Gamble says the Luvs price cut is intended merely to restore the product's competitiveness with private label brands, which have recently become cheaper.

Even so, the cut will hurt. US nappy prices have already fallen by about 20 per cent over the past two years because of tough competition between Procter & Gamble, the private label suppliers, and Kimberly-Clark, the US paper products company that leads the US nappy market with its Huggies brand. Furthermore, Procter & Gamble is having to accompany the Luvs price cut with a 3 per cent reduction in the US price of Pampers because Pampers might otherwise start to look too expensive.

The puzzle is how Procter & Gamble can afford it. Pulp prices, driven by surging worldwide demand, have shot up by 80 per cent from their November 1993 low of \$390 a tonne, and are rising fast. According to Mr Chip Dillon, an analyst at Salomon Brothers, Procter & Gamble gets through 700,000-800,000 tonnes of pulp a year in the US alone. So even by the most conservative estimate, the company is facing an increase in pulp costs of \$200m a year in the US - equivalent to about 25 cents a share after tax.



Procter expects to continue solid sales

One way Procter & Gamble plans to defray the cost is by increasing the price of its other paper-based products. It said this week that it was raising the US prices of its Charmin toilet tissue by 5 per cent, its Bounty paper towels by 6 per cent and its Puffs facial tissues by 8 per cent. Meanwhile, the Luvs price cut should be partially offset by increased sales.

The company is also cutting manufacturing costs. In July last year it set in train a plan to close 30 plants and shed 13,000 jobs - about 12 per cent of its global workforce - in response to competition from lower-priced products. "The efficiencies gained from those actions pay out at a time like this," the company says. Procter & Gamble insists

that it expects to continue "solid" sales and earnings progress in spite of the nappy price cuts. Ms Lynne Hyman, an analyst at CS First Boston, is less sure. She thinks the price increases on tissue and towel products should cancel out the increased cost of pulp, while lower production costs should balance out the price cuts for Luvs. "I would say it's fairly neutral, but a little bit of it is dependent on getting some higher volumes, so there's a chance it could be slightly negative," she says.

If things do go wrong, one possible gainer should be Procter & Gamble's biggest US rival in paper products, Kimberly-Clark. Unlike Procter & Gamble, Kimberly-Clark is a pulp producer. Therefore if product

prices rise, Procter & Gamble will be simply defraying higher raw material costs, while Kimberly-Clark should see the full benefit at its bottom line.

Unfortunately, however, Kimberly-Clark has troubles of its own. The company has been trying to break into the European market for disposable nappies with its Huggies brand, but the cost of doing so has proved much higher than expected - not least because of aggressive retaliatory action by Procter & Gamble. So the last thing Kimberly-Clark needs just now is a round of price cuts in the US nappy market.

Mr Sherman Chao, an analyst at Merrill Lynch, remarks that all this is a far cry from the early 1990s, when consumer product companies were enjoying a fall in raw material costs and yet were still able to push up prices. "Now everything is converging against them - an inability to raise prices in general and raw material prices moving up." Seen in that light, it is remarkable that Procter & Gamble is doing as well as it is. But with the nappy war moving to Europe, and the increase in pulp prices showing no signs of slowing, no one is pretending that the diaper business is going to get any easier.

Israeli investment company plans global offering

and Lehman Brothers will also participate in the offering.

"This is the first major Israeli offering with a designated European tranche and reflects growing interest in Israel by international investors," said Mr. Niel Sebague, Managing Director, RSC, investment manager.

The offerings are intended to dilute the holdings of Bank Leumi, the largest shareholder, from the current 50.2 per cent. Under recent banking legislation Bank Leumi must reduce its stake to 40 per cent.

its stake in the company to 25 per cent by December 1998.

Africa-Israel owns the Migdal insurance group, Israel's largest insurance company, which controlled 24 per cent of the total insurance market last year. The company also con-

Africa Israel boosted first-half net profits by 51 per cent from Shk20m to Shk31.2m. Last year, the company made a net profit of Shk63.2m. The company recently purchased a 26 per cent stake worth \$12.5m in

Ayalon, an Israeli petroleum retailer, and a 45 per cent stake in Haifa Quarries is a deal aimed at developing a 15,000 sq m site into a \$25m commercial

● Chase Manhattan and Bank Leumi le-Israel BM this week announced a strategic alliance designed to provide ADR and GDR programmes "programme services" to Israeli companies.

SEEKING TO IMPROVE COMMUNICATION

	— Low coupon yield —			— Medium coupon yield —			— High coupon yield —		
	Nov 17	Nov 16	Yr. ago	Nov 17	Nov 16	Yr. ago	Nov 17	Nov 16	Yr. ago
to 5 yrs	8.47	8.45	8.01	8.54	8.52	8.26	8.55	8.84	8.38
to 5 yrs	8.48	8.46	8.07	8.53	8.50	7.93	8.85	8.81	7.17
to 5 yrs	8.49	8.48	8.57	8.80	8.56	7.98	8.74	8.71	7.19
to 5 yrs	8.51	8.49	7.09						
	— Inflation 5% —			— Inflation 10% —					
	Nov 17	Nov 16	Yr. ago	Nov 17	Nov 16	Yr. ago			
to 5 yrs	3.93	3.93	2.09	2.87	2.57	1.20			
to 5 yrs	3.85	3.84	3.08	3.85	3.84	2.90			
	— 5 year yield —			— 15 year yield —			— 25 year yield —		
	Nov 17	Nov 16	Yr. ago	Nov 17	Nov 16	Yr. ago	Nov 17	Nov 16	Yr. ago
	8.53	8.58	7.59	8.58	8.55	7.99	9.55	9.52	8.15

04; High: 11% and over. † First yield, old Year to date.

GILT EDGED ACTIVITY INDICES

	Nov 16	Nov 15	Nov 14	Nov 11	Nov 10
DELT Edged bargains	106.3	83.4	75.3	80.3	81.8
5-day average	87.4	68.0	80.4	81.2	82.4
High since compilation:	133.87 (21/1/94)	104.58 (31/1/78)	88.10 (21/1/78)	88.10 (21/1/78)	88.10 (21/1/78)

Base 100: Government Securities 18/10/77

	Bid	Offer	Chg.	Yield		Issued	Bid	Offer	Chg.	Yield
at 7:00 pm on November 17										
100	100 $\frac{1}{8}$	101	- $\frac{1}{8}$	6.78	Abbey Natl Treasury B 09 2	1000	92	92 $\frac{1}{4}$		8.61

100	80%	90%	7	7.01	Alliance Lease 11½ 87 £	100	100	100%	8.53
100	80%	90%	7	8.01	British Land 10½ 23 £	150	87%	100%	10.44
100	88%	86%	7	7.74	Denmark 6½ 98 £	800	90%	90%	8.71
150	100%	110%	7	8.54	EB 10 97 £	337	105%	100%	8.17
					Heathcote 10½ 87 £	100	104	104%	8.30
					Harrison 10 97 £	500	100%	100%	8.86
100	85%	80%	7	6.86	HSCB Holdings 11.60 02 £	153	109%	109%	9.25
100	85%	100%	7	5.25	Italy 10½ 14 £	400	106%	107%	8.70

100	98%	99%	$\frac{1}{2}$	5.13	Jaguar V6 2000 E	200	81%	92%	8.77
100	98%	99%	$\frac{1}{2}$	5.17	Land Rover 4x4 2.5	200	98	98%	9.81
100	106	105%	$\frac{1}{2}$	5.93	Oldsmobile 11% 01 E	100	108	108%	9.26
100	106	105%	$\frac{1}{2}$	6.28	Oldsmobile 11% 01 E	250	96%	97%	9.32
100	109%	107%	$\frac{1}{2}$	5.69	Subaru Sport 11% 98 E	150	105%	108	9.11
100	107	107%	$\frac{1}{2}$	5.72	Volvo 940 GLE 11 01 E	150	104%	104	8.74
100	108%	107%	$\frac{1}{2}$	5.62	Arbony National 0 98 N2S	100	84%	85%	9.28
100	97%	97%	$\frac{1}{2}$	5.64	Toyota 4Runner 17 98 E	100	84%	85%	9.28

[illegible]

102/4	102/5	$^{+1/2}$	4.48	Barco Plaza D 98	200	98.06	100/22	5.2812
102/6	102/4		4.67	Belgium 17 OF DM	300	100.12	100/23	5.1692
104/5	103/5		3.18	BRCE -0.02 98	250	98.78	98/20	4.7300
102/4	103/5		1.53		150	99.63	100/03	8.1000
91/4	91/3		5.05	Etanhuu 10 98 P	150	98.23	98/35	5.6885
102/4	101/3		4.22	Cauch 11 98	2000	98.93	98/15	5.8229
110	106/5	$^{+1/2}$	3.45	COCE D 00	900	97.51	94/01	6.5125
104/5	104/5		4.70	Credit Lyonnais 11 00	300	97.51	94/01	6.5125

[illegible]

00	100	101	8.48	Malaysia (4 05)	650	99.27	99.69	8.9875
00	100 $\frac{1}{2}$	100 $\frac{1}{2}$	7.85	New Zealand (4 59)	1000	99.67	99.74	8.3493
00				Ontario (9 56)	2000	99.62	99.69	6.6126
00				Puerto (9 56)	500	99.82	99.81	8.0000
00				Societe Generale (9 56)	300	99.55	99.71	6.3750
00	100 $\frac{1}{2}$	100 $\frac{1}{2}$	$\frac{1}{2}$	Standardbank Berlin -0.05 96 DM	6000	99.94	100.00	8.2500
00	100	100	$\frac{1}{2}$	State Bk Victoria 0.05 96	125	99.39	99.95	5.1126
00	100 $\frac{1}{2}$	100 $\frac{1}{2}$	$\frac{1}{2}$	Sweden (9 56)	1500	99.84	99.90	5.0000

[illegible]

Year	Country	Value	Unit	Value	Unit	Value	Unit
1990	China	6.98	1000	100	1000	100	1000
1991	China	7.04	1000	100	1000	100	1000
1992	China	7.34	1000	100	1000	100	1000
1993	China	7.55	1000	100	1000	100	1000
1994	China	7.78	1000	100	1000	100	1000
1995	China	7.84	1000	100	1000	100	1000
1996	China	7.84	1000	100	1000	100	1000
1997	China	7.84	1000	100	1000	100	1000
1998	China	7.84	1000	100	1000	100	1000
1999	China	7.84	1000	100	1000	100	1000
2000	China	7.84	1000	100	1000	100	1000
2001	China	7.84	1000	100	1000	100	1000
2002	China	7.84	1000	100	1000	100	1000
2003	China	7.84	1000	100	1000	100	1000
2004	China	7.84	1000	100	1000	100	1000
2005	China	7.84	1000	100	1000	100	1000
2006	China	7.84	1000	100	1000	100	1000
2007	China	7.84	1000	100	1000	100	1000
2008	China	7.84	1000	100	1000	100	1000
2009	China	7.84	1000	100	1000	100	1000
2010	China	7.84	1000	100	1000	100	1000
2011	China	7.84	1000	100	1000	100	1000
2012	China	7.84	1000	100	1000	100	1000
2013	China	7.84	1000	100	1000	100	1000
2014	China	7.84	1000	100	1000	100	1000
2015	China	7.84	1000	100	1000	100	1000
2016	China	7.84	1000	100	1000	100	1000
2017	China	7.84	1000	100	1000	100	1000
2018	China	7.84	1000	100	1000	100	1000
2019	China	7.84	1000	100	1000	100	1000
2020	China	7.84	1000	100	1000	100	1000
2021	China	7.84	1000	100	1000	100	1000
2022	China	7.84	1000	100	1000	100	1000
2023	China	7.84	1000	100	1000	100	1000
2024	China	7.84	1000	100	1000	100	1000
2025	China	7.84	1000	100	1000	100	1000
2026	China	7.84	1000	100	1000	100	1000
2027	China	7.84	1000	100	1000	100	1000
2028	China	7.84	1000	100	1000	100	1000
2029	China	7.84	1000	100	1000	100	1000
2030	China	7.84	1000	100	1000	100	1000
2031	China	7.84	1000	100	1000	100	1000
2032	China	7.84	1000	100	1000	100	1000
2033	China	7.84	1000	100	1000	100	1000
2034	China	7.84	1000	100	1000	100	1000
2035	China	7.84	1000	100	1000	100	1000
2036	China	7.84	1000	100	1000	100	1000
2037	China	7.84	1000	100	1000	100	1000
2038	China	7.84	1000	100	1000	100	1000

[illegible][illegible]

source: Data supplied by International Securities Market Association.

COMPANY NEWS: UK

Shareholders urged to reject £391m offer in favour of break-up plan

BFI increases bid for Attwoods

By Peggy Hollinger

Attwoods yesterday described the increased bid of £391m from Browning-Ferris Industries of the US as a meagre and cynical, and urged shareholders to reject the offer in favour of the proposed break-up plan.

BFI has nudged up its offer from 109p per share to 116.75p and declared it to be final. It has also promised to pay all investors who tender their holdings the final dividend proposed by Attwoods of 3.25p.

The preference offer has been increased by 7p to 92p.

Mr Ken Foreman, Attwoods chief executive, said the break-up plan proposed as the final defence would still return better value to shareholders.

"We will do this by obtaining a full premium for control of three different businesses," he said. "This is in stark contrast to BFI's cynical attempt to take control of Attwoods at the lowest possible price."

Attwoods is expected to publish its formal response to BFI's offer next week and shareholders have until December 2 to decide.

Mr Philip Angell of BFI said the increase would satisfy shareholders' desire for "a little bit more". Investors now had a simple choice: "Pick the cash offer or an extended series of hurdles." Under the break-up plan, shareholders would have to wait for Attwoods to get through the hurdles "before they get any-

thing - if they get anything at all."

The market view in London was that BFI had finely judged the increased offer. "I think now it will be an uphill struggle for Attwoods," said Mr Nigel Hawkins of Hoare Govett. "The break-up was very much seen to be a last card, perhaps too little, too late."

However, Mr Robert Miller-Bakewell of NatWest Securities thought it might have been too finely tuned. "If it had been \$10 per ADR it would be all over," he said. "BFI may have misjudged it slightly."

Institutions who were last week critical of Attwoods' break-up plan but still demanding a higher offer, had pressed

BFI to alter the bid. They are thought to have wanted 100 per cent of the proceeds from the sale of German businesses.

As the offer stands, shareholders - excluding Laidlaw of Canada, which has agreed to sell its 29.8 per cent to BFI under the original offer terms - will receive 80 per cent of the German proceeds.

However, it is thought that the Takeover Panel insisted that BFI retain 20 per cent to guarantee that it would seek the best price.

The increased offer and dividend payment represent \$9.44 per American Depositary Receipt, equivalent to five ordinary shares.

Attwoods' shares closed in London down 1p at 118p.

Barclays in £300m preference buy-back

By John Gapper, Banking Editor

Barclays Bank yesterday became the latest company to reduce excess capital by announcing that it would buy back \$500m (£300m) of non-cumulative preference shares.

The move follows Boots' £500m buy-back of ordinary shares earlier this week.

Barclays, which has already redeemed £700m and DM250m (£100m) of bonds that formed part of its total capital base, had to gain Bank of England approval for the preference share redemption because it will cut the bank's core capital ratio.

The bank has been accumulating capital without a large rise in its assets because of limited loan demand. It has also sold its US asset-backed lending operation to Shawmut National Corporation for a premium of \$200m over book value.

The preference share redemption and bond repayments will together reduce its £10.5bn of capital by £779m. It will also match its capital with assets better in currency terms, since it has been selling retail banking assets in the US.

The move would have reduced its capital to risk assets ratio at the half-year to 10.1 per cent rather than 11.1 per cent, while the tier 1 ratio of core capital to risk-weighted assets would have been 6.6 per cent rather than 7 per cent.

The bank said it would pay a £17m premium for redeeming the preference shares. This would be borne in this financial year along with the £63m cost of redeeming bonds, and attributable earnings would rise by about £30m a year from 1995.

Mr Oliver Stocken, finance director, said that the bank had primarily been motivated by matching its dollar capital to its dollar assets. "As we have run down the US retail business, we have had a surplus dollar capital position," he said.

Mr Frank Cicuto, who became chief executive in January on the death of Mr Charles Love, said corporate lending fell because companies were reducing borrowing and

accelerating repayments.

Mortgage lending increased 14 per cent and now represented 35 per cent of the total lending.

Yorkshire Bank, which, like Clydesdale, is owned by National Australia Bank, reported a smaller rise in pre-tax profits to £137.3m (£121.7m), though it too benefited from a sharp fall in provisions to £42.6m (£58.4m).

Net interest income fell by just over £20m to £256.3m, though Mr Tom Gallagher, chief executive, said this largely reflected a change in accounting for loans made before 1991. There was, however, a more encouraging rise in non-interest income to £122.3m (£106.7m).

An increase in operating

Further inflow of capital gives boost to Lloyd's

By Ralph Atkins, Insurance Correspondent

The flow of extra corporate capital into Lloyd's of London accelerated yesterday when two new quoted companies announced they had raised a total of nearly £40m and a third said it hoped to find £30m in the next week.

However, the boost to Lloyd's efforts at increasing corporate investment was marred by the failure of Wellington Underwriting, whose shares placing was delayed several times, to reach its £30m target.

Wellington is the first "dedicated" company - investing only in syndicates run by one managing agency and, in effect, an embryonic insurance company - to obtain a UK market listing.

Mr Anthony Cooper, chief executive of the Wellington managing agency, blamed the unsettled state of the UK new

issues market for disrupting its plans. But the failure of Lloyd's ruling council to approve new rules on corporate investors buying shares in each other prevented Wellington raising an extra £2m-£3m.

Wellington managed to raise a total of £17.25m via a placing, including contributions from the US and Germany.

The new Lloyd's companies have not been helped by the lacklustre share performance of similar investment vehicles launched last year.

However, Euclidian, another new quoted company, raised £20m for a range of Lloyd's syndicates. Euclidian's attractiveness to investors was enhanced by an innovative risk-sharing agreement with Centre Re, the Bermuda reinsurance subsidiary of Zurich Insurance, which will allow Euclidian to underwrite insurance policies paying premiums of £20m, four times the gross capital raised.

Separately, Kilm, one of the largest managing agencies at Lloyd's, launched a pathfinder prospectus for Kilm Capital, another dedicated company, which it expects to be listed in London. It plans to raise up to £30m via a placing and offer to some Names on Kilm syndicates.

Kilm Capital plans to invest exclusively in Kilm syndicates and hopes to tempt investors by offering the prospect of higher returns than the market average. Mr Andrew Fleming-Williams, a Kilm director, said: "We have been consistently better in the past and we will try very hard to continue to do that."

Head Insurance Investors, an affiliate of John Head, the New York merchant bank, has agreed to subscribe to about 10 per cent of Kilm Capital ordinary shares.

Kilm has set next Thursday as impact day with dealings expected to start a week later.

Clydesdale and Yorkshire banks carry lower provisions

By James Saxon and Alison Smith

Clydesdale Bank, Scotland's third largest clearing bank, increased pre-tax profits by 24 per cent to £110.7m in the year to September 30.

The result, another record for the Glasgow-based institution, benefited from a £16.8m reduction to £21.5m in provisions for bad and doubtful debts.

Operating profit before charging for bad debts was £132.2m (£127.6m).

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An increase in operating

expenses to £198.7m (£182.8m) - mostly from investment in projects such as moving processing out of branches - affected Yorkshire's cost-income ratio, but at 62.5 per cent it is still one of the better examples in the sector.

During the year Clydesdale largely completed a major reorganisation of its branch network, removing processing work from its 350 branches and creating three processing centres.

Because of investment in reorganisation, Clydesdale's cost income ratio fell only marginally from 60.8 per cent to 60.3 per cent, having been 64 per cent two years ago.

Total assets were £5.06bn (£5.56bn).

DTI looks into fall in Aerostructures shares

By David Blackwell

The Department of Trade and Industry is looking into the collapse in Aerostructures' share price, according to a letter to a Labour MP.

Mr Jonathan Evans, corporate affairs minister, says in the letter that "officials are currently considering the various press reports and information available from other sources which might enable them to determine whether or not further action should be taken."

Aerostructures was floated at 120p a share in June. Last month it issued a second profit warning following production difficulties.

The shares, which closed at 26p yesterday, fell to 24p.

Mr John Denham, MP for Southampton, wrote to Mr Michael Heseltine, the trade and industry secretary, last month calling for a DTI inquiry into the flotation of the Southampton aircraft components maker.

Mr Evans' reply said the whole affair raised "a number of apparently serious issues - two of which you identify in your letter - and in studying the available information my officials are taking full account of your, and your constituents', legitimate concerns."

Mr Denham's letter said that the company's employees, many of whom live in his constituency, were worried about the implications of the share collapse for the future of the company.

They were also concerned that it could happen so soon after the flotation, which had left several directors with substantial personal profits.

Yesterday Mr Denham said he hoped the DTI would quickly establish whether there were grounds for further action. While the first concern should be to see the company build a successful future, legitimate questions had been raised by the share collapse.

It was "in everyone's interests to have the matter resolved."

Aerostructures is still seeking a new chief executive to replace Mr Andy Barr, who accepted early retirement without compensation.

Mr Barr made £1.75m from the flotation.

Arthur Shaw & Company, the USM-quoted builders and engineering products supplier, reported pre-tax profits ahead 65 per cent to £402,000 for the 26 weeks to October 2, against £243,000. Turnover rose from £9.85m to £10.3m.

The company also said it had sold part of Jackdaw (Tools) to its management for a net asset determined sum not exceeding £237,700. Jackdaw incurred pre-tax losses of £261,000 in the year to April 3 1994. The Shrewsbury engineering services and tools division is being retained.

Earnings per share were 0.77p (0.46p) and the interim dividend is raised from an adjusted 0.125p to 0.2p.

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York Waterworks

York Waterworks raised turnover by 5 per cent from £3.92m to £4.1m in the six months to September 30 and pre-tax profits moved ahead by 9 per cent from £1.41m to £1.55m.

Mr Richard Stanley, chairman, said this progress was expected to be maintained in the full year, although seasonal factors would again result in the second half performance not being as strong as the first.

Earnings per share were 1p higher at 15.7p and the interim dividend has been stepped up to 3.55p (3.5p).

Kingfisher to dispose of non-core Charlie Browns

By Peter Pearce

Kingfisher, the retailing group encompassing Woolworth, B&Q, Comet and Superdrug, announced yesterday it had decided to sell Charlie Browns Autocentres, the automotive repair and aftercare retailer.

Mr Nigel Whittaker, Kingfisher corporate affairs director, said the announcement was to "avoid leaks", and the decision was taken because the business was not core. Kingfisher bought the 42-outlet Charlie Browns chain in April 1987 and since then had expanded the business to 79 outlets with turnover of "just under £50m". Mr Whittaker said that when the group had been asked about Charlie Browns' profits, the answer had always

been: "a modest contribution".

Founded in Shipley, West Yorkshire, Charlie Browns is spread across the north and Midlands.

Mr Whittaker said that in the mid-1980s, Kingfisher had been looking for out-of-town opportunities along the lines of B&Q. It tried Homecentres for furniture and Autocentres for motor parts and servicing.

Charlie Browns was bought to bring the servicing expertise necessary. The motor side was modelled on the The Pep Boys, a US business resembling a blend of Halfords and Kwik-Fit.

In August, Mr Bill Bailey left B&Q, where he had been carrying out a strategic review, to head Charlie Browns. He would be advising on the sale, said Mr Whittaker.

Eurovein priced at 141p gives £23m valuation

By Andrew Baxter

Dealings in shares of Eurovein, the Sheffield-based specialist engineering concern, begin next Thursday following the announcement yesterday of listing particulars for a placing to raise £13.5m, net of expenses.

The 10.1m new shares being placed with UK institutions, at a price of 141p, will represent 61.2 per cent of the enlarged share capital, and give Eurovein a market capitalisation of £23.2m.

The deal is an encouraging sign of UK institutions' continued interest in manufacturing, in a market that has not been easy for flotations. Eurovein has interests ranging from shotblasting equipment to fil-

tration and machine knives, and operations in the UK, Germany and Italy.

Mr Bill Eastwood, chief executive, said the placing required a lot of work from brokers Albert J Sharp, but there was no point where it looked to be at risk. It was also reasonably priced at a multiple of 11 times last year's pro-forma earnings.

Eurovein had operating profit of £2.6m (£1.6m) in the year ended July 31.

The company, whose businesses represent a reconstituted version of the old quoted concern WA Tysack, will use the placing proceeds to reduce significantly its gearing, and provide the flexibility to enhance some of its existing businesses through investment or acquisition.

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COMPANY NEWS: UK

Analysts remain cautious despite better than forecast increase

Whitbread rises to £183.6m

By Roderick Oram, Consumer Industries Editor

Whitbread opened the brewers' reporting season yesterday with a sharper profit rise than forecast, thanks to strong gains in premium lagers and cask ales among its drinks, and in pubs and restaurants on its retailing side.

Pre-tax profits rose by 8 per cent from £129.2m to £143.1m in the six months ended August 27, or to £183.6m including exceptional gains, largely from selling most of its stakes in regional brewers. Turnover edged up 3 per cent to £1,220m (£1,195m).

Whitbread's success was considered untypical, however, and analysts remained cautious ahead of results from other brewers. Whitbread has

the best exposure to fast growing market segments such as premium lagers, stout and cask ales. These represent about 40 per cent of its beer sales against less than 20 per cent for Bass, the largest brewer.

The industry suffered a 1.7 per cent fall in on-trade beer volumes in the six months to August from a year earlier, but Whitbread's was flat. Off-trade sales were up 5.9 per cent but Whitbread's rose 11.8 per cent.

"Beer is a core business. It is one where we can grow profits and we intend to go on doing so," Sir Michael Angus, chairman, said.

His bullish comments and the company's expressed interest in using its ungearred balance sheet to further its expansion left analysts expecting deals in due course. He

declined to comment, however, on whether Whitbread was interested in buying Courage from Fosters.

Operating profits from beer rose 5 per cent to £27m (£25.8m). Beer volume was up 3 per cent overall but sales rose only 1 per cent at £451.7m, indicating Whitbread faced competitive pricing in off sales.

Pub operating profits were £59.3m (£53.9m) on sales of £295.3m (£275.2m). Food and drink margins were flat, but food sales were up 19 per cent, accounting for about 25 per cent of pub turnover, about double the industry average. Whitbread said it plans to sell its 750 free houses.

Restaurant and leisure profits were £30.9m (£28.4m) on sales of £544.9m (£538.5m). The interim dividend rose 7

per cent to 5.35p (5p). Earnings per share were 30.09p (29.96p) including exceptional gains, or 21.63p (21.24p) without.

COMMENT

A few years from now, more brewers might look like Whitbread: strong in brisky growing beers and nimble in pubs and off-licences. Yet Whitbread needs to learn some of its competitors' tricks. Bass's beer margins are about 9 per cent against Whitbread's 6 per cent. Meanwhile, there is plenty of momentum to push full-year pre-tax profits to about £260m before exceptional gains for earnings of 39.2p a share and a prospective p/e of 14. This is broadly in line with the sector but a little caution is called for until Whitbread spells out its beer expansion.

Bourne End in US link to buy £71m portfolio

By Simon London

Bourne End Properties has formed a joint venture with the Whitehall Fund, a US property investment fund managed by Goldman Sachs, to buy a £71m portfolio.

The venture will be 25 per cent owned by Bourne End and 75 per cent by Whitehall, which has assets of £28m (£1.2bn) but only recently started investing in the UK.

Bourne End is placing 5.4m shares at 74p each to raise £4m - its maximum capital commitment under the deal. The rest of the consideration will be met from equity committed by Whitehall and a £58.5m term loan.

The portfolio of 45 office and retail properties, mostly located in London and the south-east, is being acquired from William Pears Group, a privately owned property investment company.

The properties generate rental income of £7.2m, suggesting a yield of about 10 per cent at the acquisition price. Bourne End said it hoped rents could be increased to £7.6m within the next year as a result of reviews and letting of vacant space.

Bourne End will receive 25 per cent of profits and a management fee.

The partners intend to liquidate most of the portfolio over the next three years. Whitehall's investment style is based on active trading of its assets, which it typically holds for less than 10 years.

After three years, Whitehall has an option to sell its stake in the joint venture to Bourne End or buy out the minority interest.

Mr David Roberts, a director of Bourne End, said it had looked at buying assets from William Pears earlier in the year, but concluded that it needed a partner.

National Power drops to £211m after exceptional

By Simon Davies

National Power, the electricity generator, reported pre-tax profits for the six months to September 30 down from £256m to £211m.

However, this included a £30m exceptional write-off, representing the premium paid from the redemption of a £350m debt issue. The 1993 figure was also boosted by a £45m write-back of provisions.

Before exceptional items profits rose by 14 per cent, from £211m to £239m, on a 7 per cent increase in turnover to £1,670m (£1,560m).

The company said that continued reductions in staff and maintenance costs were responsible for the growth despite a continuing decline in market share.

Increasing competition from the independent power companies and Nuclear Electric led to a fall in market share from 35 per cent in the year to March 1994, to 32 per cent in the half year.

The dividend is increased by 16 per cent to 4.35p (3.75p), disappointing some analysts who



John Baker: believes rail costs for coal could be halved

cut-back programme, reducing staff by 32 per cent to 5,687 during the past year, and staff costs fell from £108m to £55m.

Mr John Baker, chief executive, expects the head count to fall to 5,200 by next March. Maintenance costs should also continue to decline, from the switch towards more modern and efficient power stations.

National Power benefited from a further running down of its coal stocks, towards a year-end figure of less than 5m tonnes, compared with the current 8m tonnes.

However, there was a 37 per cent increase in depreciation charges to £182m, following the commissioning of a new gas power station and de-sulphurisation plant.

Mr Baker reckoned National Power could halve its rail costs for transporting coal, currently amounting to about £130m a year. It has invested in its own locomotive, and has started discussions with Railtrack.

The international operations, in the US and Portugal, contributed £4m profit, with Portugal making a maiden contribution.

Mr Baker continued its

Ascot restructures for second time in 18 months

By Christopher Price

Ascot Holdings, the property, pubs and hotels group, yesterday unveiled a second financial restructuring in 18 months as its half-year results showed negative shareholders' funds of £25.7m.

The group, formerly known as Control Securities, is to restructure around £184m of group debt. This will involve the issue of new shares to raise £27.3m, together with the conversion of preference shares, an offer to bondholders and settlement of claims by Bass, BCCI and Salomon Brothers.

The effect of the proposals will be to create shareholders' funds of between £51.8m and £51.6m. This represents a pro forma net asset value of between 188p and 223p per new ordinary share.

More than 27m shares are being placed at 150p, with a 49-for-1000 clawback. The new shares represent 66.9 per cent of the enlarged share capital. Existing shareholders will hold a further 13.4 per cent with the remainder being taken up by shares issued to Bass, BCCI and preference shareholders.

The existing shares are being consolidated on a 100-for-1 basis. The shares yesterday closed down 4p at 146p.

Ascot has also agreed new banking facilities totalling £71m and a mezzanine finance agreement worth £15m.

The board warned shareholders and bondholders that the company faced "a very uncertain future" should the proposals be rejected.

The half-year results to the end of September show the group moving from losses of

£565,000 into profits of £2.1m. However, operating profits fell 22 per cent to £7.8m (£9.97m). Turnover fell 34 per cent to £22.2m (£43.9m).

Earnings per share were 0.2p against losses last time of 0.6p.

Ascot's problems first came to light three years ago, when the Serious Fraud Office investigation into BCCI led to charges against Mr Nazim Virani, who subsequently resigned as chairman and chief executive of Control Securities.

Brockhampton advances to £3.77m

Pre-tax profits at Brockhampton Holdings, the parent of Portsmouth Water, rose from £3.43m to £3.77m in the six months to September 30, though it said that the second half might be weaker than the first.

The shares fell 10p to 373p yesterday.

Turnover advanced to £13.8m (£12.7m), reflecting the 3.4 per cent overall rise in charges and a one-off increase in measured revenue arising from the switch to monthly billing of large commercial customers.

The pre-tax figure would have been higher but for the costs of upgrading computer equipment committed in late 1993 and by a front-loaded mains renewal programme. The company said this would be less severe in the second half.

Earnings per share emerged at 31.3p (30.5p) and the interim dividend is held at 3p.

RJB projections in support of bid

These are among the figures being issued by RJB Mining in City presentations to support its £914m bid for the three English regions of British Coal, writes Michael Smith.

The company has been chosen as preferred bidder by the government, which wants to hand over the assets, including 15 deep mines, on December 24.

RJB has told investors the projections are not intended as a forecast of the eventual outcome.

Pro-forma Net Assets	
	Estimated (£m)
Fixed assets	680
Current Assets	314
Stocks	94
Debtors	12
Pre-payments	1,100
Total Assets	1,202
Liabilities	155
Provisions	14
Creditors	29
Deferred tax	198
Total Liabilities	306
Net Assets	896

Financial Projections		Year end Dec 31				
	(£m)	95	96	97	98	Total
Turnover	1,244	1,276	1,258	1,218	1,238	6,234
Costs	1,073	1,082	1,029	1,033	1,031	5,148
Profit before interest and taxation	171	224	229	185	207	1,016
Pro-forma net interest	(55)	(59)	(18)	1	13	1
Profit before taxation	116	188	211	186	220	1,355
Operating cash flow	253	278	292	269	281	1,355
Cumulative cash flow	253	533	825	1,094	1,355	

Key Assumptions		95	96	97	98	99
Volume sold (million tonnes)		35.3	35.7	34.7	34.1	33.8
Volume produced (m)		33.4	34.4	33.5	33.5	35.2
Ave selling price/GJ (today's price) (£)		1.43	1.40	1.38	1.32	1.32
Ave cost/tonne (£) (incl. overheads and inflation)		30.4	29.5	29.7	30.3	30.5

Market Requirements for Coal*		Conservative Case	Favourable Case	RJB Projection
	Mar 31 2000	Mar 31 2000	Mar 31 2000	Dec 31 1999
ESI	27.1	43.0		
Industrial	6.4	6.5		
Domestic	2.0	3.0		
Total	35.5	54.5		33.8

Advertising revenue aids Grampian TV

Increased advertising revenue and reduced costs helped Grampian Television, the independent broadcaster for north Scotland, to increase interim pre-tax profits by 17 per cent from £1.58m to £1.81m.

An exceptional item of £240,000 represented Grampian's share of start-up costs associated with Scot FM, the central Scotland radio station launched in September.

Mr Calum MacLeod, chairman, said yesterday that other significant contributions came from the hire of facilities, the news service contract with GMTV and funding from the Gaelic Television Committee for a range of programmes.

Sales in the half-year to August 31 rose to £10.1m (£9.57m). Operating expenses took £7.77m (£8.16m). The channel 3 licence payment was £286,000 (£280,000).

The increased interim dividend of 2p (1.5p) is designed to reduce the disparity with the final. Earnings per share came through at 8.5p (7.4p).

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COMPANY NEWS: UK

FKI falls 15% and takes lead on FRS 7

By David Wighton

FKI, the acquisitive engineering group, became one of the first companies to adopt the new FRS 7 accounting standard when it reported a 15 per cent decline in interim pre-tax profits from £22.1m to £18.7m, after an exceptional charge of £12.4m.

There was also a £1m provision for reorganisation at Rhombus, the German car manufacturer acquired for £26m in June. Under FRS 7, which comes into force for accounting periods starting next month, provisions relating to acquisitions must be taken against profits rather than relegated to the balance sheet.

Mr Jeff Whalley, chairman, said: "The new standard does make things clearer and we hope to get some credit for adopting it early."

In spite of the Rhombus provision, the figures were in line with City expectations and the shares closed 6p higher at 168p.

to September 30 was £377.7m (£350m), including £13.7m from acquisitions. The exceptional charge relates to goodwill previously written off against reserves, on the sale of three businesses to Wellman in July.

Earnings per share 2.03p (£3.2p) or 4.8p excluding the exceptional charge. The dividend is up a third to 2p.

Excluding acquisitions, operating margins from continuing businesses topped the 10 per cent target set in 1992. The shares have underperformed recently on worries that following the sharp improvement in margins, further profit growth would be more difficult.

Operating profits rose by £10.8m to £36.6m of which £2.5m came from Truth, the US window and door hardware manufacturer acquired for £56.5m a year ago.

Truth, which makes almost three-quarters of its profits in the first half, boosted the hardware profits to £20.8m (£7.9m) on turnover of £135.7m (£72.9m).

Of the other divisions, mate-

rials handling profits were slightly down, due to delayed orders which will benefit the second half, and automotive showed continued recovery from a low base.

However engineering profits fell almost £30m to £4.26m due to problems at Bristol Babcock. It is being reorganised after failing to replace some large power station instrumentation contracts in Kuwait.

Now that FKI has achieved its margin target, helped by its success in pushing up prices, the City has started to worry about where the growth comes from next. Rumours that it was planning a rights issue to fund an abortive acquisition also unsettled the shares which have underperformed the market by a fifth since March. Even so, assuming profits of £58m in the year, the shares are on a multiple of almost 17. The rating fully reflects the achievements to date and the quality of the management team.

Barratt chief hits out at government

By Gary Evans

Sir Lawrie Barratt, the chairman of Barratt Developments yesterday hit out at government policies, including an increase in interest rates, which he said had "introduced an element of caution and uncertainty which is undermining the recovery of the housing market."

Sir Lawrie used the group's annual meeting to attack the government's recent budget record of substantially eroding mortgage tax relief. He went on to accuse it of adding to the cost of home ownership with the reintroduction of Stamp Duty and hit out at the "petty measure" last November of applying Stamp Duty to those who require the assistance of builders' Part Exchange schemes.

"The government should accept that a strong and stable housing market is crucial to the recovery of the economy and call an immediate halt to any further increases in interest rates or further erosion of mortgage tax relief," he added.

Sir Lawrie, who came out of retirement three years ago after the group began to incur heavy losses, said "the housing market is in need of some pro-active initiatives from the government and no further negative measures."

In September, Sir Lawrie reported a 73 per cent jump in pre-tax profits to £35.2m for the year to June 30. Turnover was up 23 per cent at £498.9m.

Yesterday, shareholders were told that sales volume in the first four months of the current year was holding up at 16 per cent, which was fully in line with the group's three-year growth plan.

The shares fell 6p to 173p. Shares in Raine, another housebuilder, also dropped - by 4p to 47p - as Mr Peter Parkin, chairman, warned at the AGM that achieving profit growth this year would be more difficult than last. Short-term trading difficulties would particularly affect interim figures and result in a greater proportion than usual of profits being earned in the second half, he said.

Signs that overcapacity in paper industry is receding Scapa at £23m amid pressure

By Andrew Bolger

Scapa Group, the industrial materials company which mainly supplies paper makers, said yesterday that overcapacity in the paper industry was receding, but cautioned against over-optimism on prices.

Pre-tax profits rose by 3.6 per cent to £23m (£22.2m) in the six months to September 30, on sales up 10 per cent to £205m (£187m). However, the group said that market pressures had reduced sales and profits from the paper side of its business.

Mr Harry Tuley, chairman, said: "The overcapacity situation which has been a feature of the paper-making industry in recent years appears to be coming to an end. Operating rates at paper mills are rising and output volumes are increasing at a faster rate than last year."

"The engineered fabrics division, which has continued to gain market share throughout the period, is in an excellent

position to take advantage of the improving prospects. Current order books are strong and we are looking to the future with increasing optimism."

However, Mr Tuley added that the changing structure of the paper and board industry and the introduction of corporate and partnership sourcing for paper machine clothing would continue to keep the pressure on supplier prices.

Because of these pressures, it was restructuring its engineered fabrics business outside of the UK. A reorganisation charge at the full-year stage is expected to be below £5m, but the group said the resulting improvement in profitability would produce an early pay-back.

Considerable progress had been made in expanding the other businesses - such as specialty tapes and filtration products - which increased operating profits by 50 per cent over the period. The non-paper

businesses now account for 33 per cent of operating profit, compared with 28 per cent at the same stage last year.

Mr Tuley said the specialty tape business was performing particularly well. Synergy from French and Italian acquisitions was enhancing growth.

Earnings grew marginally to 6.2p (6.1p), while the interim dividend rose to 1.7p (1.65p).

COMMENT

After four hard years, Scapa is at last seeing orders for new paper machines and some increases in prices for the rollers and fabrics which it supplies to papermakers. But the group stressed that the recent bounce in paper prices would not directly affect its profitability - not least because the long-term relationships which it has forged with the industry preclude making a quick killing as soon as the cycle turns. Although these figures were depressed by several one-off factors, the prospect is there-



fore of steady rather than spectacular profit growth. It is for this reason that Scapa wants to plough its cash into less capital-intensive areas such as specialty tapes and filtration. Disregarding the £5m restructuring charge, the shares - down 8p yesterday at 200½p - are trading on a prospective market average multiple of 14.4, which seems fair.

600 Group back with £2.47m

By Andrew Baxter

New products and improved market conditions - especially in North America - helped 600 Group return to the black in the year to September 30, with pre-tax profits of £2.47m, against a £1.6m loss previously.

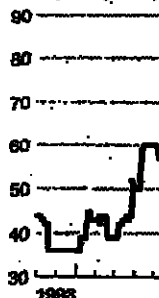
But the machine tools and mechanical handling group said it was determined to maintain a cautious dividend policy "for the time being," and the interim payout is held at 0.5p.

Turnover rose 23 per cent to £55.3m (£44.5m), and the pre-tax profits include a credit of £1.4m (£1.3m) related to the actuarial valuation of the UK pension scheme. The underlying improvement in operating profit is £4m.

Prof Michael Wright, chairman, said the strategy of focused market and product development, combined with managed reductions in the operating cost base, was paying off.

600 Group

Share price (pence)



Source: FT Graphite

Scribe laser marker, had been received favourably and further products were in the pipeline.

The two main divisions both achieved substantial turnarounds. On turnover of £35.8m (£28m) machine tools had pre-tax profits of £2.3m (£613,000 loss). Mechanical handling moved from a £540,000 loss to a £560,000 profit, on turnover of £13.7m (£12.5m).

The company's cautious approach to the dividend is partly explained by the outlook. Although Prof Wright expected further improvements in group performance, he said European markets remained sluggish.

The UK was experiencing a slow improvement as economic confidence increased, but the German market remained depressed. No big improvement in European conditions was expected before the middle of next year.

Earnings per share were 3.8p (3.6p losses).

Recovery continues at Regalian

By Simon London

Regalian Properties, which specialises in converting office and industrial buildings into apartments, said yesterday that it had sold two developments to east Asian investors during the last six months and was close to concluding negotiations on a third.

In the half year to September 30, Regalian made pre-tax profits of £799,000 against losses of £869,000.

Turnover fell from £50.1m to £16.3m as the company neared the end of its disposal programme of mass-market homes. Mr Bob Perdeux, finance director, said the remaining portfolio would be sold by the

end of the financial year.

Net debt has been reduced from £13m to £2m as a result of disposals and interest charges fell from £1.1m to £168,000 in the period. Administration expenses were reduced to £1.25m (£1.5m). Earnings per share were 0.88p against losses of 0.74p.

Proceeds on the sale of the two developments in London's West End were not included in yesterday's figures because Regalian does not recognise profit of disposals until completion.

Mr David Goldstone, chairman, said that the interest of east Asian buyers in individual properties and whole developments was encouraging. "The buoyancy of the central London market and the very keen

interest on the part of international purchasers bodes well for the future," he said.

Regalian has two joint venture developments with the Sincere Group of Hong Kong, including the conversion of a former office block on the south bank of the River Thames, opposite the Tate Gallery, into apartments. It is also converting warehouses in Camden Town and Docklands and a former hospital in Oxfordshire.

Mr Goldstone said the company still had unused credit lines and its relationships with joint venture partners would allow it to undertake substantial projects. Earlier this year Regalian made an unsuccessful bid of almost £20m for the former Royal Brompton Hospital in central London.

Regent shares rise on upbeat statement

Shares in Regent Inns, the public houses and hotels group, rose 15p to 291p yesterday following an upbeat statement from the chairman at the annual meeting.

Mr Patrick Moorson said sales in the first 19 weeks of the present year were ahead 43 per cent, including acquisitions. On a like for like basis, there was a 9 per cent increase.

Carr's Milling expands 31%

Improvements in all areas of its business helped Carr's Milling Industries to raise pre-tax profits by 31 per cent in the year to September 30.

On sales from continuing businesses of £75.8m (£57.5m) pre-tax profit came to £15.5m, against a restated £11.9m. Profit from continuing operations increased 63 per cent to £3.27m (£2m), but dis-

continued activities carried a loss of £1.13m (£100,000).

An exceptional charge of £788,000 (£321,000) was related to the disposal of Robertson (Bakers).

Carr also said yesterday that Mr Brian Armstrong, who resigned as group managing director in June, had received compensation of £194,000.

On a segmental basis, agri-

culture increased profit by 68 per cent to £2.06m on sales of £58.5m (£42m) and milling made £1.06m (£522,000) on sales of £11.7m (£11.3m). Engineering and other activities contributed £409,000 (£333,000).

The final dividend of 5p makes 6.2p (4.3p) for the year. Basic earnings per share were 14p (10.6p) and on continuing operations 24.4p (12p).

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Extract from the Annual Report and Accounts presented at the 90th Annual General Meeting held in Manchester on 17th November 1994

Year ended 30th June	1994	1993
Profit before Taxation	5,839	4,121
Taxation	(1,845)	(1,181)
Profit after Taxation	3,994	2,940
Earnings per share	5.89p	4.34p
Net dividends per share	3.15p	2.80p
Net assets per share	107.37p	101.20p

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CITY INDEX

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This advertisement is issued in compliance with the requirements of The Stock Exchange of the United Kingdom and the Republic of Ireland Limited (the "London Stock Exchange"). It does not constitute an offer or invitation to the public to subscribe for or purchase any shares. Application has been made to the London Stock Exchange for all the ordinary shares of 10p each of Wellington Underwriting plc, issued and to be issued pursuant to the Placing, to be admitted to the Official List. It is expected that listing will become effective and dealings in the ordinary shares will commence on 24th November 1994.

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100p per share
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Wellington Underwriting plc is an investment company which will invest in the Lloyd's Insurance market through syndicates managed by Wellington Underwriting Agencies Limited. Copies of the Listing Particulars relating to Wellington Underwriting plc and the Placing of the ordinary shares will be available during normal business hours on any day (Saturdays and public holidays excepted) from the date of this notice up to and including 6th December 1994.

from:-

Noble & Company Limited 5 Darnley Street Edinburgh EH3 6DW	and Greig, Middleton & Co Limited 66 Wilson Street London EC2A 2BL	and Wellington Underwriting plc 2 Minster Court Mincing Lane London EC3R 7FB
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Copies of the Listing Particulars are also available during normal business hours, for collection only, from the Company Announcements Office, the London Stock Exchange, London Stock Exchange Tower, Capel Court entrance, off Bartholomew Lane, London EC2 from the date of this notice up to and including 23 November 1994.

18th November 1994

SOCIÉTÉS DE DÉVELOPPEMENT REGIONAL
ECU 20.000.000 TRANCHE B 11 5/8 % 1983/1995

We inform the bondholders that the redemption instalment of ECU 4.000.000, nominal due on December 20, 1994, has been satisfied by a drawing on October 31, 1994, in Luxembourg.

These 4.000 bonds of ECU 1.000 will be reimbursed at par on December 20, 1994, coupon due on December 20, 1995 attached, according to the modalities of payment on the bonds.

Serial numbers of the Bonds to be redeemed are set forth below on group from one number to another number, both inclusive:

4890 - 8889

The following bonds called for redemption on December 20, 1991 have not yet been presented for the payment:

12171 - 12174 13781 - 13787

The following bonds called for redemption on December 20, 1992 have not yet been presented for the payment:

921 - 922	1398 - 1399	1625 - 1644	1737 - 1739
1824 - 1825	1987 - 2010	2207 - 2208	2374 - 2375
2398 - 2399	2678 - 2680	3190	3211 - 3216
4506 - 4516	4684 - 4670		

The following bonds called for redemption on December 20, 1993 have not yet been presented for the payment:

14225 - 14238	14254 - 14257	14405 - 14414	15105 - 15107
15158 - 15167	15200 - 15204	15248 - 15256	

Amount outstanding after December 20, 1994: ECU 4.000.000

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For the three months 18th November, 1994 to 21st February, 1995 the Notes will carry an interest rate of 6% per annum with a coupon amount of U.S. \$158.33 per U.S. \$100,000 principal amount, payable on 21st February, 1995.

Bankers Trust Company, London Agent Bank

National & Provincial Building Society
Issue of up to £200,000,000
Floating Rate Notes 1999

Notice is hereby given that for the three months 17th November, 1994 to 17th February, 1995 the Notes will carry an interest rate of 6.10417% per annum with a coupon amount of £153.86 per £100,000 Note and £1,538.59 per £100,000 Note payable on 17th February, 1995.

Bankers Trust Company, London Agent Bank

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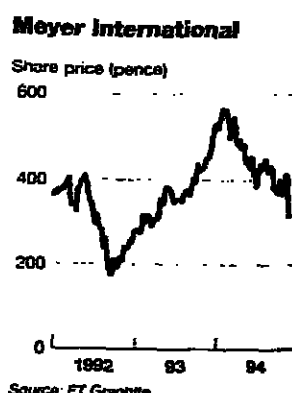
COMPANY NEWS: UK

Meyer's warning on margins hits shares

By Christopher Price

Shares in Meyer fell 11 per cent yesterday as the building products group accompanied its half-year results with a warning that pressure on margins and a slowdown in sales cast a shadow over current trading.

Pre-tax profits for the six months to the end of September were 44 per cent ahead at £27.4m (£19m), helped by a £1.1m contribution from property disposals, and in line with market expectations. However, the 4.2p maintained dividend disappointed analysts, some of whom were forecasting a 10 per cent increase.



Mr John Dobby, chief executive, said that the dividend payment was an attempt to redress the balance between the interim and the final, which had traditionally split one third to two thirds. "The dividend payment is not a reflection of our performance," he said.

Group turnover rose 11 per cent to £269.3m (£260.8m). Earnings per share advanced 27 per cent to 14.4p (11.3p). The shares closed down 44p at 359p.

sales growth brought about chiefly by the rise in interest rates and the consequent effect on the housing market, according to Mr Dobby. There were also raw materials pricing pressures which were being passed on but increasingly facing resistance from the beleaguered building trade. He added that given the current difficult trading environment, the group would concentrate its efforts on improving "operational efficiencies."

● **COMMENT**

Meyer's management did little yesterday to discourage the downturn assessment of the group's prospects. Pricing pressures at Jewson, the group's biggest earner, look likely to continue as it fights to maintain market share by increasing its lower margin bulk sales. Profits for 1995-96 are forecast to fall in a range between £50m and £55m, giving earnings of some 33.5p and a p/e of 10.5 times. This compares poorly with rivals Travis Perkins (11.8 times) and Wolsley (12.2 times) - a position Meyer has traditionally found itself in. Worth a hold, but the sector as a whole is likely to remain in the doldrums.

Disposal losses and poor UK trading leave ACT at £1m

By Alan Cane

Poor trading in the UK together with a loss of £8.8m on the disposal of discontinued activities left ACT Group's interim pre-tax profits at £1m, compared with £11.5m.

The City had, however, anticipated the decline after a profits warning in June. Strong underlying growth, principally in revenues and profits outside the UK, helped push the share price of the Birmingham-based computing services company up 5p to 103p.

Operating profits for the six months to September 30 were £9.8m (£11.5m), including losses of £497,000 (£1.9m profits) from discontinued activities. Sales were £106.3m

(£107.6m) of which £23.1m (£43.1m) related to discontinued businesses.

After tax of £3.55m (£2.88m) losses per share were 1.41p, compared with earnings of 5.34p. Adjusting for the exceptional items earnings came out at 4.05p (4.11p). An unchanged interim dividend of 1.75p a share will be paid.

The group had net cash of £8.9m at the end of the period, only slightly down on the £9.05m of 12 months previously. It intends to use some of these resources to buy back up to 10 per cent of its stock at prices which will enhance earnings.

ACT has been increasingly focusing on its chosen role as a supplier of financial services

Temper flare at Butte's AGM

By Peggy Hollinger

Temper flared and insults were traded yesterday as shareholders sat through a prolonged annual general meeting of Butte Mining, whose main activity is processing US lawsuits.

The insults were not directed at the board, however, which is seeking damages of up to \$1bn (£800m) from former managers and promoters.

Shareholders' wrath was directed at the representative of a fellow investor who pressed a series of questions over the lawsuit, directors' remuneration from the litigation and Butte's accounting practices. Butte has been forced to amend its accounts by the Financial Reporting Review Panel.

After more than an hour of detailed questioning, one shareholder stalked out, directing a clearly enunciated "pratt" at the persistent questioner.

It became clear that most of the questions originated from shareholders being sued in the lawsuit, or from those close to defendants.

They pointed out that Mr David Lloyd-Jacob, chairman, stood to gain up to \$10m from the lawsuit. Mr Lloyd-Jacob said he had been awarded the litigation remuneration at a board meeting. Shareholders were welcome to examine the minutes to ensure it had been properly awarded.

The chairman said the two-year-old lawsuit had taken substantial turns for the better in the past year. However, dissenting shareholders pointed out that the judge had not yet ruled on whether the case could even be heard in the US. Meanwhile, Butte's flotation is still the focus of a Serious Fraud Office investigation.

All the resolutions were passed. However, one shareholder objected to granting share options to non-executive directors. Mr Lloyd-Jacob said that, given the company's inability to provide the usual incentives to directors, he did not see there was a problem with the option scheme.

New chairman in place at Lucas

By Paul Cheeseright, Midlands Correspondent

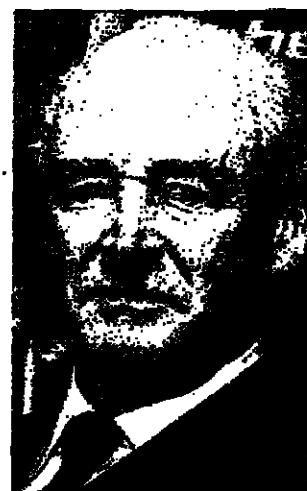
The final piece in the new corporate jigsaw of Lucas Industries, the automotive and aerospace components and systems manufacturer, slotted into place yesterday when Sir Brian Pearce replaced Sir Anthony Gill as chairman.

Sir Brian will oversee a flattened management structure, with six business managing directors. He will report to Mr George Simpson, the chief executive.

This system, introduced by Mr Simpson since his arrival at Lucas last April, replaces the previous portfolio management structure built up under Sir Anthony.

The switch in chairman took place, as scheduled, after the annual meeting in Birmingham. "It is the end of a specific and determined effort to get the top team reformed with some continuity in it," said Sir Anthony.

This is a reference to the decision taken three years ago, largely to meet the recom-



Sir Anthony Gill: top team reformed with continuity



Sir Brian Pearce: looking after corporate governance

missions of the Cadbury committee, to split the roles of chairman and chief executive, filled by Sir Anthony since 1987. That it has taken so long to achieve the change reflects the confusion caused by the selection and then deselection of Mr Anthony

Edwards as Sir Anthony's heir apparent.

The main focus of power in Lucas now is in the offices of Mr Simpson, fresh from the renaissance of Rover, the car maker, and Mr John Grant, who became finance director in 1992 after Mr David Hankin-

son, his predecessor, fell out with the rest of the board.

Sir Brian, a banker by background, sees his job as non-executive chairman as looking after the corporate governance of Lucas, enabling "George Simpson to think through the strategy and to act as his sounding board."

He stressed that he is a "team player" and promised "I will get involved wherever I think I can add value to George, but I certainly will not get in his way."

He becomes chairman as Lucas, exploiting the strength of the automotive market but rationalising in the face of a sluggish aerospace market, heads towards 1994-95 pre-tax profits of probably more than £120m. This follows a 1993-94 loss of £129.7m, caused by provisions for restructuring.

While Sir Brian arrives with 10,000 shares, Sir Anthony retires as the largest private individual shareholder with 700,000 shares, 983,861 options and 800,000 warrants.

Lucas shares yesterday closed up 4p at 211p.

Portsmouth & Sunderland increases 44% to £5.4m

Portsmouth & Sunderland Newspapers, the publishing and retail group, increased pre-tax profits by 44 per cent from £3.75m to £5.39m in the 26 weeks to October 1.

Turnover grew by 11 per cent to £50.5m (£44.9m). While the publishing side rose by just 6 per cent to £33.3m (£31.3m) retailing was up 17 per cent at £17.2m (£13.6m).

However, Mr Charles Brims, chief executive, reiterated that the next two years would be difficult and that profit growth

would slow. "We are going through a transition stage," he said.

A contract to print the northern editions of the Daily Mail and Mail on Sunday, which contributed one-third of turnover in the printing business last year, ended in October. A contract to print the Independent expires in February 1996. Although the group was pursuing replacement contracts, none were imminent, Mr Brims said.

He added that the group was

building up its retail side. So far this financial year it had opened five more One Stop convenience stores and intended to open another 15.

The rest of the profit increase came from cost savings made in the publishing business. The 7 per cent increase in advertising revenue was "fairly ordinary," he said.

Earnings per share rose to 28p (20.2p) and the interim dividend is lifted to 3.51p (3.12p). The shares closed up 44p at 550p.

Millwall loss reduced to £0.12m

Millwall Holdings, the USM-quoted football club currently struggling under the bottom of the Endleigh First Division, yesterday reported a sharp fall in pre-tax losses from a restated £1.13m to £119,000 in the year to May 31.

The result included an increased surplus of £1.73m (£1.09m) on transfer fees, and a £560,000 profit on the disposal of a fixed asset - last year there was a £300,000 loss on a fixed asset investment. Since the year end, players' registrations to the value of £2.53m have been sold.

Sales for the year reached £5.61m (£2.67m). Net interest charge was £375,000 (£115,000) and losses per share on a FRS 3 basis were 0.04p (0.7p).

Mr Reg Burr, chairman, said that "while we did not make the full progress we had anticipated in the time scale, we are encouraged by this year's results and by the exciting and potential financially rewarding opportunities which are becoming available to us."

Hardy Oil & Gas in the red

Hardy Oil & Gas, the independent exploration and production company, announced net losses of £534,000 for the half year of September 30 compared with profits of £3.8m.

Although oil and gas production rose by 6 per cent, turnover fell to £26.1m (£29.5m) and operating profits nearly halved to £2.35m (£5.04m). Expenses and interest charges took £3.76m (£3.51m).

Mr Douglas Baker, the chairman, said the

change in the tax position from a £1.69m credit to a £225,000 charge had resulted from the full utilisation of past petroleum revenue tax payments and changes in legislation.

Losses per share were 0.5p (3.8p earnings). Looking ahead, Mr Baker said there was a continuing programme of new fields coming on stream and that despite the problems created by weak prices, the company had excellent assets and was well financed.

RIUNIONE ADRIATICA DI SICURTÀ

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NOTICE TO THE HOLDERS OF "RAS SAVINGS SHARE WARRANTS 1993/1995"

The holders of savings share warrants are hereby advised that, in compliance with the resolution adopted by the Board of Directors on October 26th 1994, beginning November 17th 1994 and ending December 16th 1994, a capital increase from Lit. 272,675,726,000 up until a maximum of Lit. 596,748,925,000 will take place through the option offer of:

- no. 77,028,716 RAS ordinary shares, dividend 1.194, at the price of Lit. 12,000 per share at the following ratio: 2 new ordinary shares for every 5 ordinary shares held. One "RAS ordinary share Warrant 1994/1997", bearing the characteristics specified herein below, will be linked to the two new ordinary shares;
- a maximum of no. 42,321,282 RAS bearer savings shares, dividend 1.194, at the price of Lit. 7,000 per share at the following ratio: 2 new savings shares for every 5 savings shares held. One "RAS savings share Warrant 1994/1997", bearing the characteristics specified herein below will be linked to the two new savings shares;
- no. 924,344,552 "Mediobanca 4% 1994/1997" bonds, at par, at the following ratio: 2 Lit. 12,000 per value bond certificate for every 5 ordinary shares held. Two "RAS ordinary share Warrants 1994/1997" bearing the characteristics specified herein below will be linked to the two bond certificates;
- a maximum of no. 296,248,974 "Mediobanca 4% 1994/1997" bonds, at par, at the following ratio: 2 Lit. 7,000 per value bond certificate for every 5 savings shares held. Two "RAS savings share Warrants 1994/1997" bearing the characteristics specified herein below will be linked to the two bond certificates.

The holders of the "RAS ordinary share Warrants 1994/1997" will be entitled to underwrite one new RAS ordinary share, regular dividend, at the price of Lit. 12,000 up until December 31st 1997. The holders of the "RAS saving share Warrants 1994/1997" will be entitled to underwrite one new RAS savings share, regular dividend, at the price of Lit. 7,000 up until December 31st 1997.

With reference to the above, the holders of the "RAS savings share Warrants 1993/1995" are to be reminded that the "RAS saving share Warrants 1994/1997" will be entitled to underwrite one new RAS savings share, regular dividend, at the price of Lit. 7,000 per share, for every two Warrants.

As established in the Warrants regulations, the underwriting price will be Lit. 11,000 minus the average write-off price which will be published by the Italian Stock Exchange Board on December 1st 1994.

RAS will promptly notify the public of the new underwriting price as herein before defined. In the period inclusive from November 17th up to the date of the definition of the new underwriting price the Warrants may be exercised at the price of Lit. 11,000 per share. RAS will promptly reimburse underwriters the underwriting price difference through the authorised Banks.

£100,000,000 Britannia Building Society

(Incorporated in England under the Building Societies Act 1986)

Floating Rate Notes due February 1996

In accordance with the provisions of the Notes, notice is hereby given that for the interest period from November 16, 1994 to February 16, 1995 the Notes will carry an interest rate of 6.23333% per annum. The interest payable on the relevant interest payment date, February 16, 1995 will be £157.11 per £10,000 Note and £1,571.14 per £100,000 Note.

By: The Chase Manhattan Bank, N.A. London, Agent Bank

November 18, 1994

The Governor and Company of the BANK OF SCOTLAND

(Incorporated by Act of the Scottish Parliament in 1695)

U.S. \$250,000,000 Undated Floating Rate Primary Capital Notes

Notice is hereby given that the Rate of Interest has been fixed at 3.75% p.a. and that the interest payable on the relevant interest payment date May 18, 1995 against Coupon No. 19 in respect of U.S. \$10,000 nominal of the Notes will be U.S. \$390.62 and in respect of U.S. \$250,000 nominal of the Notes will be U.S. \$9,765.62.

November 18, 1994, London

By: Citibank, N.A. (Issuer Services), Agent Bank

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Period	Day	Price	Price
1st Oct - 31st Oct	Day	10.00	10.00
1st Nov - 30th Nov	Day	10.00	10.00
1st Dec - 31st Dec	Day	10.00	10.00
1st Jan - 31st Jan	Day	10.00	10.00
1st Feb - 28th Feb	Day	10.00	10.00
1st Mar - 31st Mar	Day	10.00	10.00
1st Oct - 31st Oct	Night	10.00	10.00
1st Nov - 30th Nov	Night	10.00	10.00
1st Dec - 31st Dec	Night	10.00	10.00
1st Jan - 31st Jan	Night	10.00	10.00
1st Feb - 28th Feb	Night	10.00	10.00
1st Mar - 31st Mar	Night	10.00	10.00

FLEMING FLAGSHIP FUND

45, rue des Scieries, L-2529 Howald, Grand-Duché de Luxembourg R.C. Luxembourg B 8478

NOTICE TO SHAREHOLDERS

It was resolved at the Annual General Meeting of the Shareholders held in Luxembourg on 16 November 1994 (record date) that the following dividends should be paid:

Fund	Currency	Amount	Compu number	Payment date
FFF-Fleming Eastern Opportunities Fund	USD	0.2208	4	30.11.1994
FFF-Fleming European Fund	USD	0.1844	2	30.11.1994
FFF-Fleming Global Convertible Fund	USD	0.1399	2	30.11.1994
FFF-Fleming International Bond Fund	USD	0.3232	3	30.11.1994
FFF-Fleming Japanese Fund	USD	0.1796	4	30.11.1994
FFF-Fleming U.K. Enterprise Fund	GBP	0.0202	(*)	30.11.1994

(*) non numbered coupon

The shares will be quoted ex-dividend as from 17 November 1994.

Shareholders may elect to receive a dividend payment in which case payment will be made in the currency of the fund. Request for receipt of dividends must be made to the Company or its Agents in writing.

Holders of bearer shares must send their coupons to the relevant bank and inform them where the amount of the dividend is to be paid:

In Luxembourg: - Kreditbank SA Luxembourg, 43, Boulevard Royal, Luxembourg.
In Germany: - Berliner Handels und Finanzbank AG, Bodendamm 10, Frankfurt.
In Belgium: - Banque Doyens sa, Boulevard Anspach, 1, Bruxelles.
In Italy: - Banca Commerciale Italiana S.p.A., Corso di Porta Nuova 7, Milan.
In Austria: - Creditanstalt-Bankverein in Allgäu-Schwaben, Jahn-Platz 3, Wien

November 1994

THE BOARD OF DIRECTORS

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MFC Finance No. 1 PLC

Mortgage Backed Floating Rate Notes Due October 2023

In accordance with the Terms and Conditions of the Notes, notice is hereby given that the new interest rates and periods in respect of the subject Notes are as follows:

Period	Rate	Period	Rate
1st Nov - 30th Nov	6.00%	1st Nov - 30th Nov	6.00%
1st Dec - 31st Dec	6.10%	1st Dec - 31st Dec	6.10%
1st Jan - 31st Jan	6.15%	1st Jan - 31st Jan	6.15%
1st Feb - 28th Feb	6.15%	1st Feb - 28th Feb	6.15%
1st Mar - 31st Mar	6.15%	1st Mar - 31st Mar	6.15%

By: Citibank, N.A. (Issuer Services), Agent Bank

November 18, 1994, London

BANK OF QUEENSLAND LIMITED

USD 120,000,000 MULTIPLE OPTION FACILITY AGREEMENT DATED SEPTEMBER 22, 1992

In accordance with the provisions of the Transactional Loan Certificate issued on November 16, 1992, notice is hereby given that for the six month interest period from November 17, 1994 to May 17, 1995, the Certificate will carry an interest rate of 6.00% per annum.

By: Barclays Bank PLC, Hong Kong As Facility Agent

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UK Commercial Property

HMC MORTGAGE NOTES 6 PLC

£140,000,000 Class A £7,000,000 Class B Mortgage Backed Floating Rate Notes due September 2030

In accordance with Condition 6(c)(1) of the Class A Notes and Condition 6(c)(1) of the Class B Notes, notice is hereby given that all outstanding Notes will be redeemed in full on the next interest payment date of December 15, 1994. Payment of the Principal Amount Outstanding together with any interest due will be made against the surrender of the Notes at any Paying Agent listed below.

PRINCIPAL PAYING AGENT AND AGENT BANK The Chase Manhattan Bank, N.A. Woolgate House, Coleman Street, London EC2P 2HD

PAYING AGENTS

Benque Bruxelles Lambert S.A. 24 Avenue Marlin, B-1050 Brussels	Chase Manhattan Bank Luxembourg S.A. 5 Rue Pictet L-2338 Luxembourg-Grand
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By: The Chase Manhattan Bank, N.A. London, Principal Paying Agent and Agent Bank

November 18, 1994

The United Mexican States

Collateralized Floating Rate Bonds Due 2019

NOTICE IS HEREBY GIVEN that the interest rates covering the interest period from November 17, 1994 to May 17, 1995 are detailed below:

Series Designation	Rate	Interest Amount	Interest Payment Date
USD Discount Series 6	6.875% PA. RA.	USD \$4.08	May 17, 1995
CAN Discount Series 6	6.875% PA. RA.	CAN \$4.08	May 17, 1995

November 17, 1994

CITIBANK, N.A., Agent

COMMODITIES AND AGRICULTURE

EU and Greek officials to meet over cotton frauds

By Peter Marsh in London and Karin Hope in Athens

European Commission officials are to meet representatives of the Greek agriculture ministry next week in an effort to resolve a long-running dispute over allegations of fraud in the Greek cotton industry.

The Commission is trying to persuade Greece to repay up to Ecu20m (£14m) in respect of cash handed out under the common agricultural policy to cotton farmers for crops that Brussels believes may have never existed.

An official from the Greek cotton board, the semi-independent organisation that oversees payments to farmers, has commented: "Greece accepts that fraud occurred and will pay a fine but not as much as the Commission has asked. There'll be a bargaining process."

At next week's talks in Athens, the Commission officials will discuss with the agriculture ministry the question of fines for 21 owners of cotton gins (processing plants) who are accused of colluding with growers to inflate the figures for cotton processed in 1991-92.

As part of efforts by Brussels to crack down on fraud in the European Union's agriculture

budget, an auditing team from the Commission is to visit gins and cotton growing areas in Greece every three months to check on cotton board procedures.

It has been alleged that Greek cotton farmers inflated their production figures by up to 10 per cent in 1991-92, gaining up to Ecu50m in subsidies to which they were not entitled.

The discussion over how much cash Greece should repay is linked to Commission efforts to settle disputes over the EU budget for 1991. Agricultural spending, which accounts for roughly half annual EU spending of about Ecu70bn, encompasses easily the biggest area of reported EU frauds.

Commission officials believe that Greece was lax in enforcing controls over cotton payments early in the 1990s but that since then the position has improved. In particular, the Greek government introduced extra checks on purchases of processed cotton last month, when harvesting of this year's cotton crop started.

As a result of favourable weather in September and October, this year's cotton harvest is forecast to reach a record 1.2m tonnes, up from

just under 1m tonnes last year.

The Commission has started checks on possible misuse of EU subsidies related to payments for taking beef into storage in 1992. In that year, the Commission handed out Ecu23bn to farmers who could not sell the meat conventionally on account of a general surplus and health scares over bovine spongiform encephalopathy, or "mad cow disease".

Commission officials believe that up to Ecu100m of this cash may have been handed out wrongly, either because of lax checking procedures or fraud. They are planning to open discussions with member governments on this issue in the next few months.

The inquiries will focus on Ireland, which received Ecu575m in beef payments in 1992. Other countries whose farmers received large sums when beef was taken off the market in that year were France, which received Ecu550m; Germany (Ecu480m); Britain (Ecu245m); and Italy (Ecu230m).

In recent years, the EU's beef mountain, which reached 395,000 tonnes, worth Ecu1bn, in September 1992, has come down virtually to nothing as market conditions have stabilised.

By Deborah Hargreaves

World sugar prices could break through their recent 4-year highs if supply tightness continues, in spite of recent price corrections, according to a review of the market by Czar-nikow, the London brokers.

"The market has been expecting some sort of correction so it's not surprising that prices have been easier over the last couple of days. But there is a fundamentally tight situation and scope for that picture to tighten further," said Mr Neil Meador, analyst at Czar-nikow.

Key consuming countries such as China, India and Russia are likely to have to source much of their supply from the international market next year following shortfalls in their own production. Czar-nikow has marked the Chinese crop down from 6.5m tonnes to 6.3m tonnes this year with a further drop expected next year.

Czar-nikow believes that

China will be turning to the international market for 1.4m tonnes of its raw supplies which will have an important influence on market behaviour next year.

"By the third quarter next year, these consuming countries will be facing a gap between the new crop and the old one," said Mr Meador. "If they all buy on a spot basis there will be a massive block of purchasing hitting the market at the same time."

Czar-nikow estimates that

world production in 1994-1995 will reach 111.9m tonnes, which marks an increase of roughly 2m tonnes over the previous season, but is not enough to make up for a rise in consumption to 115.5m tonnes next year. For this reason, the broker believes there will be a drawdown from world stocks of 4.2m tonnes over the coming crop cycle.

The European Union sugar reform was unlikely to have any effect on the world market, Mr Meador said.

Ecuadoreans spring banana surprise

By Raymond Collett in Quito

Contrary to widespread expectations, Ecuador - the world's largest exporter of bananas - has this year shipped more of the fruit than ever before.

By the end of the first 10 months, exports had already reached about 2.69m tonnes, exceeding the 1991 full-year record of 2.66m tonnes. For the year as a whole, the country is expected to break the 3m tonne mark.

Though first-half exports already indicated a recovery over last year's slump, the new figures come as a surprise, as EU restrictions on banana imports were expected to

impact more heavily on Ecuadorean sales. Yet Ecuadorean banana exports to the EU actually rose by 35 per cent between January and October of 1994.

Industry experts say that the EU restrictions even benefited Ecuadorean exporters. Following the July 1993 regulation, commercial licences have been conceded to European importers and distributors who can now choose freely among suppliers of the tropical fruit.

Mr Jose Rios, head of marketing for bananas in the ministry of agriculture, says European importers chose Ecuadorean bananas because of their price advantage. While its Central American competi-

tors sold bananas at \$5.20 a box, Ecuador offered its product at \$4.50.

In addition, Ecuador's Noboa Group has an enormous advantage over its competitors, because for years it has been well established in Europe with its own distributors in key markets of the continent. Consolidating its position as Ecuador's leading banana exporter, Noboa now claims 41.5 per cent of the country's total market, with sales to the end of September reaching \$217m.

Ecuadorean bananas also penetrated the Spanish market for the first time in decades, ironically entering into competition with Spain's former colo-

nies, which were to benefit by EU Regulation 404.

However, aggressive marketing strategies outside of the EU were the main reason for record sales this year. Countries such as Lithuania, Bulgaria, the Ukraine, Lebanon, Iraq, and Syria bought considerable amounts of Ecuadorean bananas. Despite significant growth, Ecuador has not managed to improve the efficiency of its production. A government programme offering \$140 a hectare for conversion to other crops has eliminated some 15,000 ha. But according to Mr Rios, at least another 15,000 ha need to be phased out in order to boost the country's low efficiency rate.

'Copper market collapse possible next year'

By Kenneth Gooding, Mining Correspondent

Copper prices will collapse at some point - possibly between June and August next year - when investors run out of confidence, and the fall might last as long as six months, suggests the Bloomsbury Minerals Economics consultancy group.

"At that time it may seem to many that the boom is over," says Mr Peter Hollands in his latest Copper Briefing Service newsletter.

He expects prices to peak in the second quarter of next year, as that quarter is usually

the strongest for copper consumption. BME estimates that in the April-June period next year the western world copper supply deficit will rise to 75,000 tonnes from 35,000 tonnes in the first three months. "Accordingly, we expect the second quarter of 1995 to see high copper prices - \$1.35 a pound (\$2.975 a tonne) on average."

However, present price levels are already anticipating these promising fundamentals, says Mr Hollands.

"Nevertheless, we expect a firm period through to around May 1995, but we expect to see

investment funds selling heavily into this price peak."

BME says it is hard to tell at present whether the copper boom will end in the second half of 1995. But in both 1995 and 1996, production of refined copper will grow at twice the rate of consumption growth - 6 to 8 per cent compared with 3 to 4 per cent. Consequently, in 1996 there will be a supply surplus of about 105,000 tonnes.

Mr Jim Lennon, metals analyst at Macquarie Equities, points out in his latest market commentary that the investment funds which have been so influential in metals mar-

kets in recent months moved into these markets partly in reaction to a collapse in the US bond market. Metals were viewed as a natural hedge against interest rate and inflation rises.

He adds: "When US growth starts to slow and the bond market starts to rally, this could be a signal for the funds to switch out of metals - this seems unlikely before the second quarter of 1995."

Copper Briefing Service: £630 or \$995 a year from BME, 60 Worship Street, London EC2A 2HD, UK.

Lower coffee consumption forecast

Roaster Kraft Jacobs Suchard, part of the Philip Morris group, expects world demand for coffee to drop to 92m bags (50kg each) in 1995 from an estimated 95m this year as higher roasted coffee prices curtail consumption in both eastern and western Europe, reports Reuters from Paris.

"Eastern Europeans will suffer mainly in 1995 from the impact of current roasted coffee price hikes," Mr Roland Monica, general manager for the group's beverage division, told a news conference here.

Lower world demand should in turn allow for some rebalan-

cing of the market and put pressure on prices, he said.

Mr Monica said the group hoped prices could ease by the end of 1995. But he suggested that green coffee prices, which rose quickly after frost then drought hit the Brazilian crop, were unlikely to return to the low levels seen beforehand.

"Coffee prices cannot return to 50-60 cents a pound... Coffee producing countries must have decent living conditions," he said. "Only 'decent' prices would encourage planters to invest, he added.

Kraft Jacobs Suchard predicts that roasted coffee con-

sumption in Europe could decline 2.7 per cent in 1994 to 1.015m tonnes. It expects German consumption to fall 4 per cent but stabilise in 1995 because German roasters were prompt in passing on green coffee price rises to customers. But French consumption is expected to fall 6 per cent next year after easing by 0.5 per cent in 1994 because French roasters delayed most of their price rises until the end of the year.

Consumption is seen dropping 3.3 per cent in Poland and 16.4 per cent in the former Czechoslovakia this year.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Amsterdam Metal Trading)

ALUMINIUM, 99.99% (per tonne)

Cash 3 mths

Close 1921.6-25 1935-3

Previous 1920.5-15 1924-5

High/Low 1925/1925 1949/1924

AM Official 1924-5 1934-5

Karb close 1924-5 1947-8

Open int. 248,898

Total daily turnover 69,080

ALUMINIUM ALLOY (per tonne)

Close 1955-60 1985-90

Previous 1940-50 1970-5

High/Low 1950/1950 1980/1980

AM Official 1950-5 1980-5

Karb close 1950-5 1980-5

Open int. 2,854

Total daily turnover 555

LEAD (per tonne)

Close 672-3 690-1

Previous 661-2 700/950

AM Official 675-5 695-5

Karb close 675-5 695-5

Open int. 42,919

Total daily turnover 6,038

NICKEL (per tonne)

Close 7335-40 7880-5

Previous 7690-700 7820-30

AM Official 7530/7520 7770/7550

Karb close 7530-5 7675-5

Open int. 66,672

Total daily turnover 15,345

TIN (per tonne)

Close 6200-10 6300-10

Previous 6210-25 6370/6280

AM Official 6245-55 6345-50

Karb close 6245-55 6345-50

Open int. 21,260

Total daily turnover 5,418

ZINC, special high grade (per tonne)

Close 1170-1 1195-6

Previous 1166-7 1211-2

AM Official 1170/1170 1209/1192

Karb close 1170-5 1195-20

Open int. 110,073

Total daily turnover 13,207

COPPER, grade A (per tonne)

Close 2893-4 2941-2

Previous 2913-6 2963-5

AM Official 2910-5 2962-3

Karb close 2910-5 2962-3

Open int. 226,229

Total daily turnover 128,441

PRECIOUS METALS continued

GOLD COMEX (100 Troy oz; \$/troy oz)

Sett. price change High Low

Nov 395.2 -0.9 - 395.8 64,730 21,570

Dec 395.9 -0.9 397.7 395.8 64,730 21,570

Jan 397.4 -0.9 399.2 395.8 64,730 21,570

Feb 398.7 -0.9 400.5 396.5 20,800 2,400

Mar 399.4 -0.9 401.2 397.4 20,800 2,400

Apr 399.7 -0.9 401.5 397.7 10,171 1,376

Total 162,276 27,388

PLATINUM NYMEX (50 Troy oz; \$/troy oz)

Sett. price change High Low

Nov 416.1 -0.3 416.8 416.0 16,544 1,618

Dec 420.6 -0.3 421.3 420.7 112

Jan 422.0 -0.3 422.7 421.2 7,076 23,300

Feb 423.1 -0.3 423.8 422.2 1,987

Mar 423.1 -0.3 423.8 422.2 1,987

Apr 423.1 -0.3 423.8 422.2 1,987

Total 29,304 1,736

PALLADIUM NYMEX (100 Troy oz; \$/troy oz)

Sett. price change High Low

Nov 157.75 -0.85 158.00 157.10 3,161 500

Dec 158.85 -0.80 159.00 158.25 4,000 419

Jan 159.85 -0.80 160.00 159.50 519

Feb 161.15 -0.80 161.35 160.35 88 25

Mar 161.15 -0.80 161.35 160.35 88 25

Total 7,776 944

SILVER COMEX (100 Troy oz; \$/troy oz)

Sett. price change High Low

Nov 526.0 -0.3 526.0 525.0 0 0

Dec 526.5 -0.3 527.5 525.0 57,476 23,300

Jan 526.8 -0.3 527.5 525.0 86

Feb 528.1 -0.3 528.8 526.5 5,867

Mar 528.1 -0.3 528.8 526.5 5,867

Apr 528.1 -0.3 528.8 526.5 5,867

Total 134,148 36,613

ENERGY

CRUDE OIL NYMEX (42,000 US gals; \$/barrel)

Sett. price change High Low

Nov 17.40 -0.11 17.61 17.33 35,440 31,894

Dec 17.40 -0.08 17.61 17.33 35,440 31,894

Jan 17.40 -0.08 17.61 17.33 35,440 31,894

Feb 17.40 -0.08 17.61 17.33 35,440 31,894

Mar 17.40 -0.08 17.61 17.33 35,440 31,894

Apr 17.40 -0.08 17.61 17.33 35,440 31,894

Total 141,464 176,914

CRUDE OIL IPE (\$/barrel)

Sett. price change High Low

Nov 18.07 -0.12 18.19 18.00 20,336

Dec 18.53 -0.22 18.53 18.27 25,855 11,750

Jan 18.53 -0.22 18.53 18.27 25,855 11,750

Feb 18.53 -0.22 18.53 18.27 25,855 11,750

Mar 18.53 -0.22 18.53 18.27 25,855 11,750

Total 101,818 51,908

HEATING OIL NYMEX (42,000 US gals; \$/barrel)

Sett. price change High Low

GRAINS AND OIL SEEDS

WHEAT LCE (per tonne)

Sett. price change High Low

Nov 104.25 -0.75 105.00 104.50 281 60

Dec 104.95 -0.40 105.35 105.00 2,020 103

Jan 105.95 -0.40 106.35 106.00 1,834 41

Feb 106.15 -0.35 106.50 106.15 114 36

Mar 106.95 -0.30 107.25 106.65 5 5

Apr 94.45 -0.45 94.90 94.50 672

Total 6,388 272

WHEAT CBOT (5,000 bush; \$/bush)

Sett. price change High Low

Nov 375.2 -1.0 376.0 374.2 22,832 10,373

Dec 389.2 -1.0 390.0 388.2 17,774 10,064

Jan 391.2 -1.0 392.0 390.2 4,801 704

Feb 394.4 -0.6 395.0 393.8 1,940

Mar 398.0 -0.6 398.6 397.4 358 23

Apr 348.0 -0.4 348.4 347.6 139 2

Total 78,658 23,168

MAIZE CBOT (5,000 bush; \$/bush)

Sett. price change High Low

Nov 217.6 -0.1 218.0 217.4 52,394 23,295

Dec 229.0 -0.1 229.4 228.6 7

PNG gold partners aim to 'optimise' production

After an economic crisis, hopes are high for a better future: page 11

FINANCIAL TIMES SURVEY

LATVIA

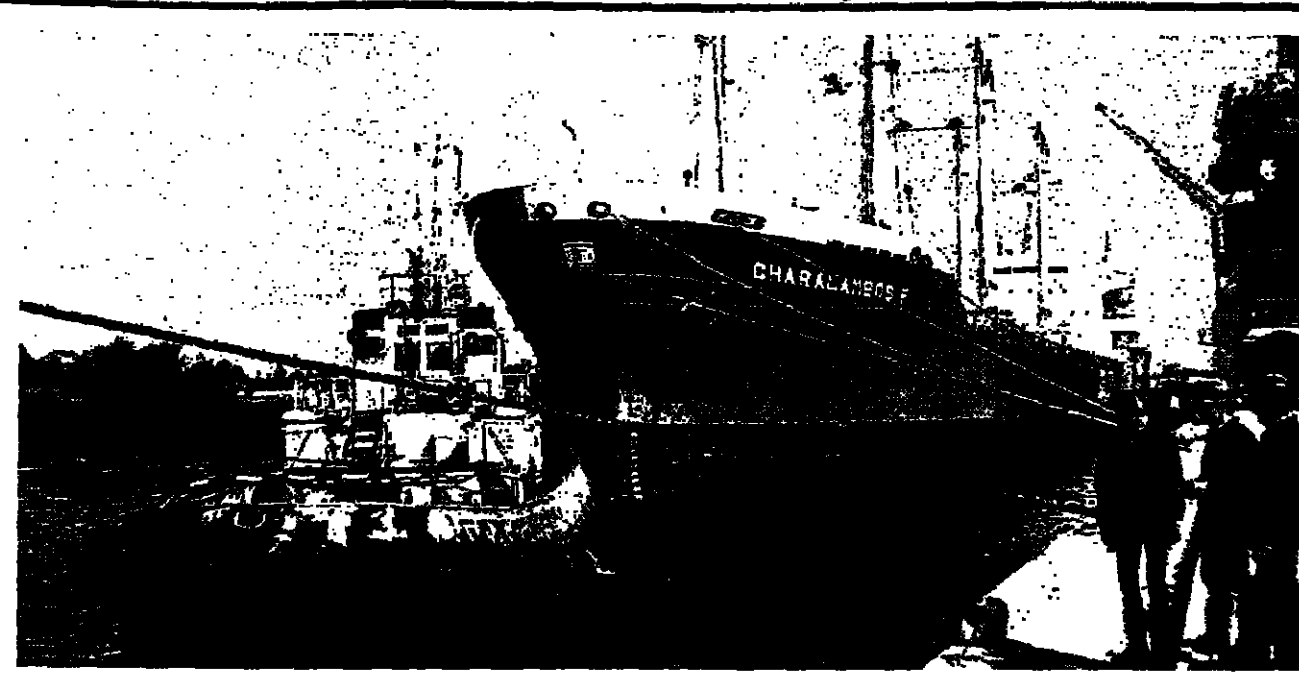
Friday November 18 1994

A guide for business visitors to the state capital, Riga: page 1V

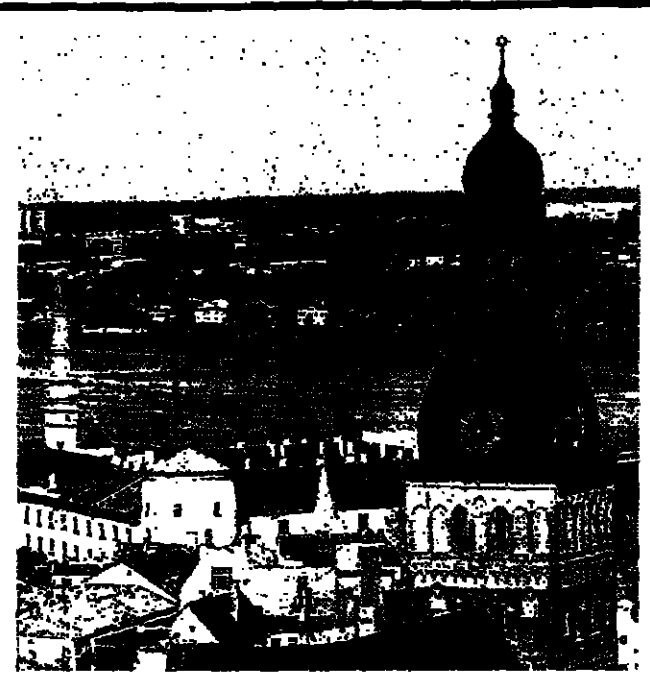
Latvia is the middle of three strongly contrasting Baltic states. Like the other two - Estonia and Lithuania - it was trapped after the war, until 1991, in the Soviet Union: it can now reasonably believe that this will have been its last imperial cage.

Occupying a middle position in geography, between Lithuania to the south west and Estonia to the north east, it also lies between the other two in population (2.6m people to Estonia's 1.6m and Lithuania's 3.7m) - and, so far, has been in the middle, too, in its efforts to reform its economy: leading the more conservative Lithuania, but not yet showing the growth and investment achievements of Lithuania.

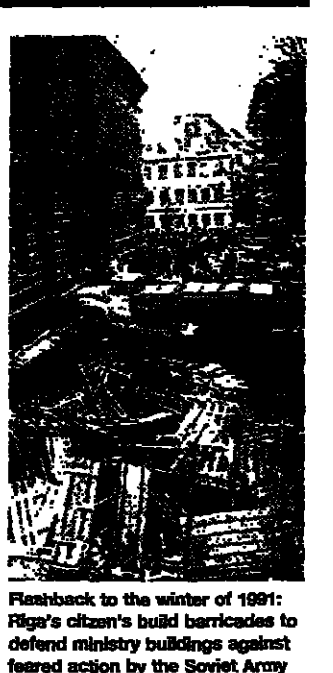
Yet, so much has been done. The visitor to Riga, the "Paris of the Baltic," now emerging from its Soviet dinginess again to deserve that name, sees a city of newly-opened shops, cafes and galleries, stretching Budapest or Prague. The signs of suddenly acquired wealth are evident, as are those of construction and reconstruction.



The first three years of independence have been hard, with many shortages. Above: goods being unloaded at the port of Riga



The city of Riga has changed greatly in the 1990s



Flashback to the winter of 1991: Riga's citizens built barricades to defend ministry buildings against feared action by the Soviet Army

Now the real work must begin

Following its independence from the former Soviet Union in 1991, the fledgling Baltic state of Latvia stands a good chance of flourishing, reports John Lloyd, who wrote this four-page survey

After the nervousness of the first years of independence - its statehood was declared in August 1991 - a social consensus appears to be holding and strengthening. Governments have come and gone, but each re-affirms the nation's commitment to democratic norms, to market principles and to European integration, without serious challenge to any of these.

The threat that the large Russian-speaking population - some 40 per cent of the whole - would remain disaffected, mutinous and unable to integrate has substantially lessened as the attraction of Latvia over Russia has grown more evident, as a citizenship law is passed permitting gradual integration, and as the hostility of the just-before and just-after independence years gives way to an acceptance of each other under a re-emergence of political power. Growing wealth will aid that.

The Soviet past recedes. Few, even in the late 1980s at the beginning of the struggle for independence - at first thinly

disguised as support for a radical version of the then Russian president Mikhail Gorbachev's perestroika policy - believed that Latvia could again secure the independent status it retained shakily between the two world wars.

Now the memory of the achievement of independence fades enough to permit grumbling that the new life is harder than the old - a grumbling which will not, however, translate itself into serious opposition to the government's course.

There are parties of the left, and the equal rights movement lays an accent on the present effective exclusion of most of the Russian speakers from full voting and many civil rights, because they have not attained citizenship. But in broad terms, ethnicity has receded from political life, not strengthened within it. Few now believe that, having achieved independence, it is in constant question.

The issue is rather the need to ingrain that independence into every facet of government policy and national life. The geopolitical environment in which Latvia finds itself is one where that goal is seen as

being most likely to be achieved through three parallel movements: towards acceptance by the European Union; towards a competent, democratic and secure statehood; and towards a well-functioning market system. In what remains of the century - given peace and stability - its governing class believes it can gain much of that.

The difficulties have ceased to be of the kind which might threaten the fledgling state, though they remain as testing for the new political elite as they are trying for the patience of the population.

Latvia is better placed than almost any other former Soviet state to use its independence to create the foundation for democratic and market development but its first governments hesitated, then introduced inadequate and hastily drafted economic legislation, feared

internal and external backlash and opened up the country (probably inevitably) to a wave of crime and corruption which, though not of the intensity and threat of that in Russia, is nevertheless alarming in its scope.

A new beginning is now being attempted - but parliamentary elections are being held within the year and even Mr Maris Gailis, the Prime Minister talks of a period of consolidation, not of radical reform.

The political parties reflect the interests and views of a largely urban intellectual and technical stratum who see the pro-market reforms and conformity with European norms as their best hope. However, the political parties have few members and none can govern on its own.

Latvian Way remains the largest grouping - but its need

to change coalition partners when the Farmers' Union deserted the coalition in mid-summer left the country without effective government for two months and now means that all policies have an electoral edge to them.

The Latvian Way coalition is centrist and moderately nationalist but the more overtly nationalist parties to its right have recently taken control of Riga city - where more than one third of the country's population lives - probably reflecting more a dissatisfaction with lowered living standards than a desire for a harder nationalist stance. It represents a warning to the government, nonetheless.

Latvia's agriculture, an important part of its production, employment and exports, has suffered in the short term from privatisation. The state and the collective farms were

often inefficient - but they were embedded in a functioning system of supply and distribution which has not yet been remodelled.

That experience has damaged the concept of privatisation as a whole, though a more potent cause has been the decision to allow ministries to privatise the companies for which they were responsible at their own speed - a strategy which meant that many did nothing, others allowed corrupt practices to flourish and others still were privatised by financial and other interests widely believed to be penetrated by, or to be front organisations for, organised crime.

Nevertheless, many companies with apparently good prospects - the Laima chocolate company and the wood products and furniture company, Latvijas Finieris are off-odds but still impressive examples -

did privatise themselves with existing management taking over the reins of power and grappling with the rocky conditions of post-independence Latvia as best they could.

The outstanding success of the past two years has been the introduction of a currency - the Lat - as stable as any in Europe. Latvia stayed with the rouble immediately after independence, then moved to the Latvian rouble in 1993 and introduced the Lat last year, pegged to the International Monetary Fund's special drawing rights.

Under Mr Repse, a non-economist appointed by the parliament for a six-year term as governor, the Central Bank was turned into an institution as independent as that under Mr Siim Kallas in Estonia - though without the taint of scandal which deprived Mr Kallas of the premiership of his country in succession to Mr Mart Laar.

However, the strong Lat has resulted in exports becoming high-priced and this has forced manufacturers to pay more attention to securing improvements in productivity and quality, but at a cost.

The rash of small banks

which appeared in 1990-1992 has given the country the edge in the Baltics in banking and financial services - the Baltic Switzerland is one metaphor often employed, if sardonically.

Many of these banks, however, have acquired the reputation of being a conduit for flight capital from Russia, and the trade they finance is often illegal, at least at the Russian border.

Business in the former USSR is a rough game, and Latvia is far from the worst. Its banks provide income and employment but they also deter, because of their reputation, the serious foreign investor fearful of becoming mixed up in illegalities of which he knows nothing.

These are central issues for the state which it can neither ignore nor finesse. As it celebrates the national independence it announced on this day 74 years ago, Latvia can be more certain than for decades - perhaps at any time in its past - that its independence is well founded. The country will grow, and it has a high chance of flourishing. But for that, as its leaders increasingly recognise, the real work must start now.

REPUBLIC OF LATVIA

International Tender for the sale of INDUSTRIAL ENTERPRISES

by the Latvian Privatization Agency

Closing date: Dec. 22, 1994

Enterprise number, name, location (in brackets: type of business [capacity p. a. if available], turnover in 1993 in LVL (Latvian Lats if available)/number of employees mid 1994)

BUILDING MATERIAL (LV-59) VU "Jelgava Building Materials Plant" Jelgava, LV 3000 (Brick/stone plates [20,000 cbm], [0.3 mil. LVL/90]) (LV-58) VU "Saulkrasti Wood and Metal Manufacturing Company" Saulkrasti, LV 4720 (Waste bins [100,000 pcs], Metal hangars [46 pcs], wooden cottages [200 pcs], [65]) FOOD PROCESSING (LV-18) VU "Riga Fish Processing Plant" Riga, LV 5084 (Frozen fish [4.5 mil. cans], fish products [1,200 g], [2.2 mil. LVL/192]) (LV-38) VU "Riga Fat Processing Complex" Riga, LV 1004 (Soap [600 t], laundry soap [8,000 g], mayonnaise, bottling of vegetable oil [3,000 g], [1.6 mil. LVL/194]) (LV-98) VU "Riga Fishery" Riga, LV 1020 (Fish [55,000 g], [17.3 mil. LVL/2,068]) HEAVY ENGINEERING (LV-53) Assets of Riga Workshop Repair Plant No. 177 (State owned) Riga, LV 1016 (Ship repair [floating dry dock, 4,500 t] [17 x 22 m], 350 m quays, diesel engine overhaul [100 pcs], [2.9 mil. LVL/417]) LIGHT ENGINEERING (LV-04) AS "STRAUME" Riga, LV 1004 (Electrical appliances, mixers [200,000 pcs], coffee grinders [500,000 pcs], kitchen machines [75,000 pcs], electrical heaters [40,000 pcs], [1.0 mil. LVL/251]) (LV-24) VU "Jelava" Valmiera, LV 4200 (Fire extinguishing systems and extinguishers [4,100 units], [0.8 mil. LVL/377]) (LV-57) VU "Riga Plastmas" Riga, LV 1045 (Sheet polyethylene [200,000 g], [0.35 mil. LVL/88]) (LV-52) VU "Progress" Riga, LV 1008 (For accessories, immersion heaters, [0.13 mil. LVL/82])	PAPER AND PRINTING (LV-45) VU "Riga Cardboard Factory" Riga, LV 1004 (Cardboard sheets [8 mil. sqm], [0.14 mil. LVL/80]) (LV-05) Assets of VU "Stokcenes Paper Factory" (leased out) Limbaži, LV 4043 (Blue paper [150,000 cbm], stationary [600,000 cbm], kraft paper [1.5 mil. sqm], [28,000 LVL/42]) TEXTILE INDUSTRY (LV-56) VU "Kneževs Flax Processing Factory" Kneževs, LV 5601 (Flax fibers [1,100 g], long flax fibers [400 g], [12,000 LVL/10]) (LV-57) VU "Ludza Flax Processing Factory" Ludza, LV 5701 (Long and short flax fibers, linen [1,100 t flax fiber], [30,000 LVL/24]) (LV-61) VU "Priekule Flax Processing Factory" Priekule, LV 5319 (Flax fibers [1,200 g], long flax fibers [500 g], [7] (production stopped in 1992) (LV-81) VU "Rigas Flaks" Riga, LV 1008 (Full hats, [production stopped in 1993/10]) TRANSPORTATION (LV-31) VU "Ventspils Transporta Ekspluatācija" Ventspils, LV 3902 (Road transport [freight turnover 126,000 g], forwarding, warehousing, [2.5 mil. LVL/127]) (LV-32) VU "Rēzeknes Transporta Apvienība" Rēzekne, LV 4600 (Road transport [37 mil. km], [0.15 mil. LVL/190]) (LV-52) AS "BrasleTransportācija" Riga, LV 1045 (Road transport [0.2 mil. km], [0.2 mil. LVL/127]) (LV-81) VU "Riga River Transport" Riga, LV 1007 (Inland navigation [5 river barges, 2,800 g], [80])	WOOD AND WOOD PROCESSING (LV-08) VU "Daugavpils Furniture Plant" Daugavpils, LV 5400 (Bedroom furniture sets [11,700 pcs], wardrobes [13,100 pcs], beds [7,400 pcs], armchairs [1,680 pcs], chair beds [840 pcs], folding chairs [22,000 pcs], [0.5 mil. LVL/359]) (LV-08) VU "Ludza Furniture Plant" Riga, LV 1019 (Ephorized furniture [1.0 mil. LVL/200]) (LV-50) VU "Korņmešs Priekule Forestry" Priekule, LV 5401 (Sawn timber [200,000 cbm], Europanels [8,000 cbm], [69]) (LV-52) VU "Aukstene Forestry" Aukstene, LV 4300 (Sawn timber [1,400 cbm], wooden crates [2,500 cbm], paper wood [2,000 cbm], wooden chips [450 g], [0.22 mil. LVL/112]) (LV-63) VU "Cesu Forestry" Cēsis, LV 4100 (Round timber export [50,000 cbm], sawn timber [12,000 cbm], wooden chips [10,000 cbm], transport services, [0.3 mil. LVL/95]) (LV-64) AS "Daugavpils Forestry" Daugavpils, LV 5400 (Timber logging [70,000 cbm], sawn timber [2,000 cbm], [0.6 mil. LVL/207]) (LV-55) VU "Gulbene Forestry" Gulbene, LV 4400 (Timber logging [50,000 cbm], sawn timber [3,500 cbm], [0.25 mil. LVL/158]) (LV-66) VU "Inčukalna Forestry" Riga region, LV 2141 (Round timber [36,000 cbm], sawn timber [7,000 cbm], wooden chips [20,000 cbm], firewood [20,000 cbm], [1.1 mil. LVL/272]) (LV-67) Assets of VU "Jaunpils Forestry" (leased out) Aizkraukle region, LV 5134 (Wood processing [24,000 cbm], [0.42 mil. LVL/114]) (LV-58) Assets of VU "Jelkapi Forestry" (leased out) Jelkapi, LV 5205 (Timber logging [208,000 cbm], sawn timber [8,000 cbm], [0.4 mil. LVL/82]) (LV-68) AS "Jelkapi Forestry" Aizkraukle region, LV 5113 (Timber logging [60,000 cbm], sawn timber [3,000 cbm], [0.8 mil. LVL/253]) (LV-73) VU "Jūrmala Forestry" Valmiera region, LV 4215 (Pulp-wood [8,500 cbm], sawn timber [1,000 cbm], firewood [15,000 cbm], plywood logs [1,400 cbm], [0.34 mil. LVL/167]) (LV-74) AS "Ogre Forestry" Ogre, LV 5000 (Sawn timber [2,600 cbm], paper wood [8,500 cbm], firewood [23,000 cbm], [0.6 mil. LVL/191]) (LV-76) VU "Saldus Forestry" Saldus, LV 3801 (Timber logging [46,000 cbm], sawn timber, [0.5 mil. LVL/140]) (LV-77) AS "Šķenču Forestry" Valmiera region, LV 4730 (Paper pulp [20,000 cbm], bales [11,000 cbm], plywood logs [3,500 cbm], bales wood-pulp [15,000 cbm], sawn timber [2,000 cbm], firewood [20,000 cbm], [0.8 mil. LVL/204]) (LV-78) VU "Talsi Forestry" Talsi, LV 5257 (Paper pulp [8,200 cbm], sawn timber [7,300 cbm], round logs [3,000 cbm], [0.4 mil. LVL/235]) (LV-79) VU "Tukums Forestry" Tukums, LV 3100 (Round logs [15,000 cbm], firewood [13,000 cbm], sawn timber [1,500 cbm], [0.5 mil. LVL/150]) (LV-80) VU "Zilupe Forestry" Balvi region, LV 4584 (Sawn timber [25,000 cbm], sawn timber [2,500 cbm], match logs [1,200 cbm], [0.7 mil. LVL/239]) (LV-105) VU "Dundaga Forestry" Talsi, LV 5270 (Timber logging [10,000 cbm], sawn timber [1,500 cbm], [80])
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Tender Conditions

- In accordance with its legal mandate the Latvian Privatization Agency LPA intends to sell the above-mentioned enterprises by means of an international tender in the following manner:
a) bids for a state owned joint stock company (organized as AS under Latvian law) must be for the majority of the shares of the company. LPA may reserve a minority of the shares of the company for future public offering of shares;
b) bids for a state owned enterprise (organized as VU under Latvian law) must be for its total operations;
c) bids for a plant or leased out enterprise must be for its total assets (e.g. buildings, leasehold, equipment and inventory) with inventory finally to be valued as of the time of acquisition;
d) bids for assets or parts of an enterprise must be for a separable unit of a AS, VU or plant, with inventory finally to be valued as of the time of acquisition.
- The tender is public and anyone may bid.
- In deciding among the bids, LPA will take into consideration, among other things, the bid price, promises to maintain or create jobs, pledges to invest, and the business plan submitted, each of which will be considered part of the bid. Upon signing a contract, the successful bidder will be required to post a bond to guarantee these pledges.
- Interested parties can obtain enterprise and plant profiles without charge from LPA. LPA is not responsible for the accuracy and completeness of this information. Prospective bidders will receive written authorization from LPA to visit the enterprises or plants on the basis of which information will be provided by the enterprise or plant management.
- Bids must be in writing and should be submitted in a sealed envelope marked only with the name of the enterprise or plant for which the bid is submitted.
- Bids must be received at LPA, 31, K. Valdemara Street, Riga, Latvia-1887, no later than 2:00 p.m. (local time), on Dec. 22, 1994 (the "closing date"). Bids will thereafter be opened immediately. Bids must be denominated in Latvian Lats (LVL), and shall remain valid for one hundred and twenty (120) days after the closing date.
- Bids must be accompanied by a bond of five (5) percent of the bid value in the form of an irrevocable bank guarantee valid for one hundred and twenty (120) days after the closing date. The bid bond must be paid on first demand and will be forfeited if the bidder either fails to hold its bid open for the required period or refuses to sign a contract in accordance with its bid.
- LPA will decide on the bids within one hundred and twenty (120) days after the closing date. Bidders may present their bid within a period set by LPA. LPA is entitled to accept a bid other than that with the highest purchase price or may reject any of the bids at any time.
- The privatization of the tendered enterprises will be carried out according to applicable Latvian law.

LPA (Latvian Privatization Agency)
Dr. Valdis Krišs State Minister for Privatization Jānis Naglis General Director
Office hours of LPA are Monday through Friday from 9 a.m. until 4 p.m. (local time).

For further information (enterprise profile, data on Latvia, visit authorization) please contact:

Privatizācijas aģentūra (Latvian Privatization Agency) K. Valdemara iela 31, Rīga, LV-1887, Latvija	Tel. +371-2-332082 +371-2-328069 +358-49-106103 +358-49-106104	Fax +371-8830363 +358-49-106100 +358-49-106101 +358-49-106102
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LATVIA II

Economy: the first three years of independence have seen hard times

After a severe crisis, hopes are high for a better future

The severity of the crisis which has existed in Latvia's economy is evident from the fact that manufacturing output has more than halved.

In every sphere where the country did well in Soviet times - production of electrical goods, buses, railway wagons, wood products, leather goods - it has suffered contractions of up to two thirds compared with former production levels.

The economy is in the end about the well-being of the people within it and by the crudest measure of that, the death rate, Latvia also does poorly.

Life expectancy has sunk (as it has, but usually by more, elsewhere in the former Soviet Union), over the past two years - largely because men are dying almost three years earlier than they used to, at a little over 60.

The first three years of independence have been hard on the people: it gives the dwindling band of pro-Soviet enthusiasts who still turned

clinic admits, "it doesn't look so good if you're on a pension of 30-odd lats a month".

The hardship and the figures are not a matter of dispute: interest must now focus on whether or not the headline last week in one of the business papers - "The Worst is behind us: now it gets better" - is likely to be true, or is merely a reflection of a hopeful government looking for re-election.

Mr Maris Gailis, the prime minister, said confidently: "We will see growth next year of between 3 and 5 per cent in the economy and we also think we will keep inflation down to around one per cent a month." (It is presently a little above that).

In part, the prime minister's confidence derives from an increasingly popular view that the decline in the Latvian economy has reached the bottom.

In part, it also reflects a belief that the strict financial regime imposed by the Central Bank with the acquiescence

sometimes grumbling - of the political leadership has laid the basis for real non-inflationary growth.

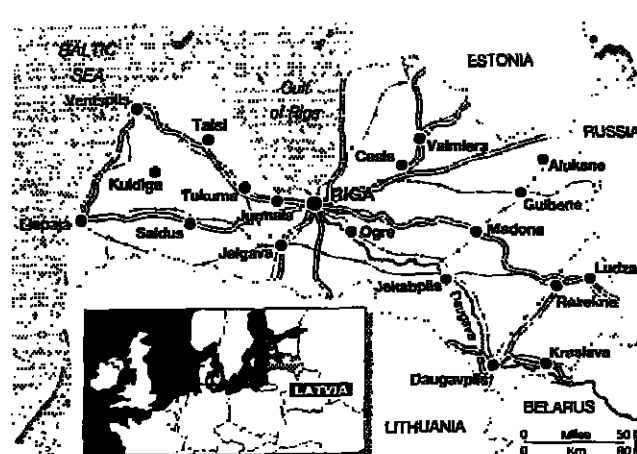
The country's finances have been the most unambiguous success the Latvian leadership has enjoyed.

The Bank is independent, with its chairman - Mr Einar Repse - and its council appointed by parliament but thereafter not dismissible for a six year term. In 1992, it lifted most restrictions on foreign exchange, liberalised interest rates and introduced the "Latvian rouble" at a floating exchange rate.

In October 1993, the Bank brought in the lat, a purely Latvian currency. This was not tied to any national currency but in 1994 was brought into line with the IMF's SDR (special drawing right) unit. The currency reforms brought down an inflation rate of close to 1000 per cent a year in 1992 to about 35 per cent last year, and it is forecast to fall to about 34 per cent in the current year, and to half that figure in the next.

The lat, the face value of which is the highest of any of the post-Soviet currencies, appears to have successfully inserted itself into the national economy - playing the role taken rather earlier by the kroon in Estonia, as at the same time a symbol of sound money and independence.

Mr Ilmars Rimševičs, the young deputy governor of the



Agricultural output (1990 = 100)				
	1990	1991	1992	1993
All output	100	96	81	83
of which				
crops	100	105	94	93
livestock	100	92	76	50
Sown area of crops '000ha	1,827	1,821	1,572	1,426

Source: Latvian Ministry of Agriculture

Gross Domestic Product (in 1990 constant prices - 1990 = 100)		Foreign assistance to Latvia	
Year		Year	\$
1990	100.0	1992	51,441,180
1991	91.7	1993	27,486,504
1992	80.8	1994	36,870,087
1993	48.0		
1994	46.0		
1995	51.5		
1996	51.5		

Source: Latvian Government, Barro's (Baltic)

Central Bank, says that there is pressure from the government and from manufacturers.

"Many of them think we are too independent, but so far the success we have achieved in inflationary terms has shown that we are on the right course," says Mr Rimševičs.

Success has been achieved not only in introducing the currency: the bank has also re-organised itself by shedding most of its branch network, creating from some of the former branches a new commercial bank, Unibank, and selling others to independent banks.

It has also sought to extend a network of regulations, one result of which has been that 10 banks have lost their licences.

Of the hot money said to be coursing through Latvia's financial system, Mr Rimševičs says carefully that "a lot of the capital coming into Latvia is from the east

(Russia), and there is not much information about it. If we did get some information that it was illegal we would of course co-operate with the authorities in investigating it".

Mr Rimševičs also says that the bank will probably soon wind down the programme with the IMF which has served it so well - though he says that "a memorandum with the IMF would probably still be useful to us at this stage".

He is confident, too - unlike his counterparts in Russia - that foreign banks can only assist the banking community in Latvia through competition. The Central Bank has no intention of keeping foreign banks out of the country - though so far only one bank has been issued a full licence and one other bank given permission to open a representative office.

Mr Andris Piebalgs, the finance minister who professes himself as strict a monetarist as any central banker, says that he is going to insist on another very tight budget in the coming year - with a total income of Ls940m, of which only Ls40m-50m will be financed by a deficit.

At the same time he is presenting a new tax code to the parliament, which would bring the high rates of profit tax down from between 35-65 per cent to a flat rate of 25 per cent - the rate also set for income tax.

He is a little more cautious than the Prime Minister, forecasting 3 per cent growth for next year - but says that an annual inflation rate of 11 per cent for 1995 "looks more or less real".

He sees clearly enough that his country's producers and exporters are still suffering, that life as a pensioner on Ls31 a month is very hard, that teachers and civil servants are getting by on little more - all in the midst of a city in which wealth for the fortunate is clearly exploding. "But to loosen up now is to lose everything, and we won't do it," he says.

Foreign policy: an innermost wish to be part of the European Union

Squeezed between two blocs

"Baltic countries will never again be forced against the innermost wishes of their people into any relationship with the Russian state; but they would themselves be foolish to reject close and co-operative arrangements with a tolerant and non-imperialist Russia which genuinely wished to overcome the unhappy memories of the past and to place her relations to the Baltic peoples on a basis of real respect and disinterestedness."

George Kennan, the US diplomat whose analysis of the post-war Soviet Union showed much (but not enough) of his country's foreign policies, produced few better insights than that. More than 40 years after it was written in 1951, it provides a consensual framework for the conduct of a Latvian foreign policy seeking to consolidate a national security which it still sees as fragile.

If there is an "innermost wish" at the core of the policy, it is manifest in a national consensus, which sees Latvia's future as within Europe and, specifically, within the European Union. To achieve that, it - with its neighbours, Estonia and Lithuania - struggled determinedly to escape from the failing Soviet Union.

Unlike the other Soviet states which largely received their independence as a result of the Soviet collapse, the Baltic states took their statehood first - and in doing so, greatly hastened that collapse.

The anti-Sovietism, and anti-Russian feeling which that long-suppressed urge produced is now being consciously modified into the offer of a civilised neighbourhoodness - an offer which has yet to be fully taken up by a Russia still raw over the loss of empire, even though President Boris Yeltsin, more than any other leading Russian politician, gave the Baltic states the space

within which to regain control of their nationhoods.

"We are between two big blocs still," says Mr Valdis Birkavs, the Latvian foreign minister.

"Our only guarantee of security is strengthening ourselves, not from the military point of view but in sticking to the right policies and making ourselves attractive to investment. The Singapore, or Hong Kong, of the Baltic, if you like. That is the only guarantee now - not one provided by the west."

Mr Birkavs has been the dominant figure in Latvian

Skrunda radar base as the one remaining Russian military base.

Economic disengagement has been less complete, but is impressive. From an almost total dependence on the markets of and supplies from the Soviet Union - largely Russia - Latvian foreign trade is now 50 per cent oriented to the west. "We could," says Mr Birkavs, "make our entire orientation to the west and, as it were, shut up our borders with Russia. But it would be bad for us and bad for them. We face west but we also want the best relations possible with

In late spring and summer, in a flurry of activity, Latvia initiated an agreement for associate partnership with the European Union; negotiated and signed a free trade agreement with the EU and passed an amended citizenship law - which by scrapping the system of small quotas of resident non-ethnic Latvians allowed to take citizenship each year - cleared the way for full membership of the Council of Europe.

Like the other two Baltic states, Latvia benefits from the patronage of the other Baltic countries which have been since the war securely in the western orbit - especially Germany and Sweden. Mr Curi Bilis, the latter's former prime minister, has been a strong champion of the three-state independence. Writing in the current issue of the journal International Affairs, Mr Bilis says that "the security of the Baltic nations needs to be assured by integration with the institutions of the west. The neo-imperialist forces in Russian political life must be contained by the process of democratic reform and partnership in international co-operation. If we succeed, it augurs well not only for the stability of this part of Europe but for Russian policy towards the rest of the world as well."

For Mr Birkavs, the achievements of this year must be followed, he says, by a period in which "Latvia prepares herself for full membership of the EU. We must no longer demand that Europe does things for us; we must make the reforms that will allow us to be a full partner."

Much has been achieved quickly - for three main reasons. First, Russia has been acquiescent because it had a democratic-minded president

Continued on page 9



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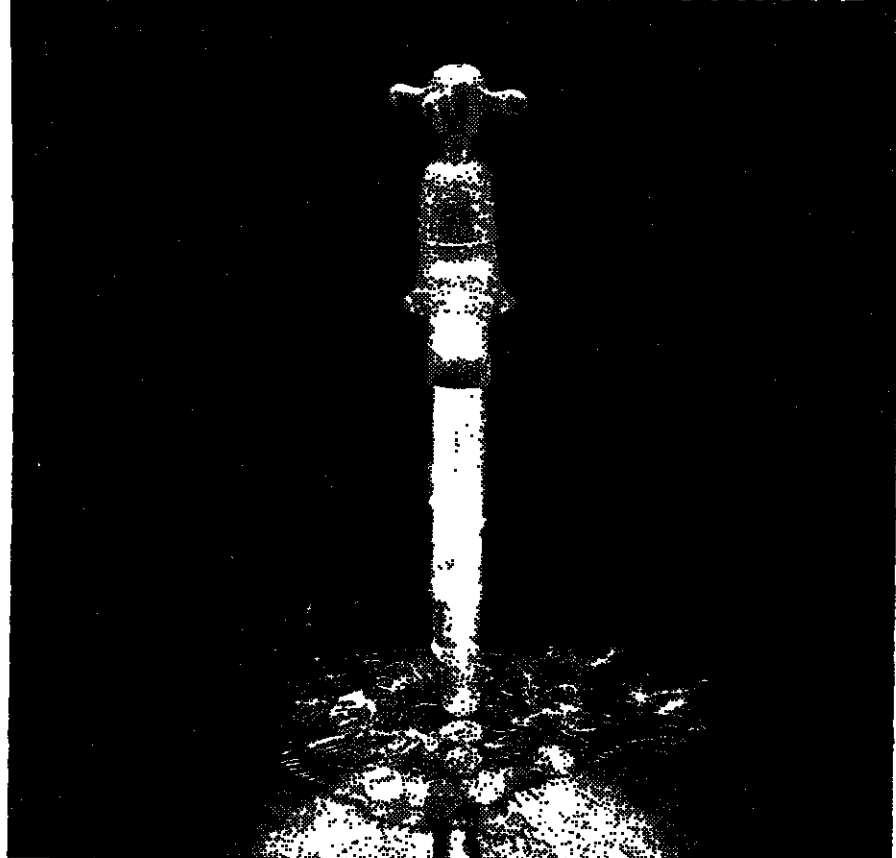
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مكتبة النجف

LATVIA III

Privatisation: the industrial structure poses problems

Agriculture sets the pace

Privatisation to date has been acknowledged as slow: the challenge the government has set itself is both to speed it up and give it a strong enough institutional and popular base to sustain the process through what will inevitably be a tough period immediately ahead.

The industrial structure of Latvia was, if not hostile to privatisation, certainly discouraging. Agriculture was largely collectivised, with individual plots being very small. The country's industrial base was heavier than that in the other two Baltic states - reflecting in part a longer industrial tradition than either Lithuania or Estonia, especially around Riga, the main Baltic city. And it was more dependent on the Soviet Union for both supplies and markets, and less able easily to switch.

Latvia has also received a higher proportion of Russian immigrants than its two neighbours since the war and many of these were concentrated in the industrial enterprises - as workers and as managers. Parts became and remain non-Latvian enclaves.

The first privatisation efforts were directed at agriculture. From 1992, the land, hitherto largely collectivised, was split up into small plots, with the intention of encouraging a healthy smallholding class.

However - as the figures for agricultural production show - the initial effect has been to cause production to decline sharply - as some 200,000 new proprietors struggle to produce, battling with a lack of appropriate machinery, with plots of an uneconomic size, and with insufficient surpluses to buy grains and fertilisers.

At the same time legislation giving former owners the right to reclaim land held by them, or their families before the Soviet occupation, while justifiable both as a moral right and as an encouragement to active ownership, has further complicated landholding. It has also handed over land in many cases to absentee landlords and further fragmented the countryside.

"You have thousands of proprietors, many of whom can now only produce for themselves," says Juris Palders, editor of Dienas Bizness, the main Latvian economics paper. "It means that you have actually taken land out of the market, not put it in."

In the rest of the economy, privatisation was handed over, in the first place, to the ministries which had, in the Soviet period, commanded the same enterprises, regulating their behaviour, appointing their management and passing on the plans and demands from Moscow. Municipalities were given the responsibility for shops and small businesses.

The latter privatisation, normally the easiest to achieve in post-Communist economies, has gone ahead rapidly, especially in Riga's city centre - where the streets have been transformed by newly restored shops selling imported and native products and by a rich

array of cafes and restaurants. There is a high proportion of joint ventures, with partners coming especially from Scandinavia and Germany.

The decision to hand over to the ministries control of the big privatisations has proved, however, a decentralisation too far and too soon. Privatisations were achieved, but went largely to existing management which brought in financial partners without effective oversight. The law provided

clearly seen to be failing - and set itself the target of privatising 75 per cent of all state property by 1996. "I want to speed up the privatisation process," says Mr Maris Gailis, the present premier. "There are worries that it will lead to high unemployment because it will demand more efficiency and there will be fewer bureaucrats, but we can do more in retraining. The problem was that many of these people worked under 100 per cent con-

From 1992, the land, hitherto largely collectivised, was split up into small plots, with the intention of encouraging a healthy smallholding class

that managers could lease their plant and buy it over a set period of years. Many are now doing this, though the collapse of production in the last two years has meant that they are doing so with great difficulty - especially where, as in many cases, exports went to the Soviet Union.

The traditional jewels of Latvian industry - such as the VEF electrical plant and the RAF small bus plant - were transformed from leaders to laggards overnight, and are now struggling to make themselves attractive to investors.

The previous government led by Mr Valdis Birkavs (now the Foreign Minister) decided last year to restructure a process

two of these to aid marketing. Exports now account for 95 per cent of output, which has risen steadily since 1992. The number of workers has risen to 1,700 - about the same as before the downturn in orders. The company, housed in three adjoining plants, has its head office in crumbling post-war buildings but inside young men and women sit at computer screens and handle the orders in several languages.

"It has been difficult," says Mr Birkis. "We had to implement very rapid changes. We worked as a team, otherwise we could not have done it. We are now getting young people especially trained for our needs. We make an agreement with a technical institute that when they first enter, they sign up with us. When they come out they are already trained."

"We created a marketing department where we had none before, and we sell through our own shops and to other companies. But we sell only our own brand: we won't make brands for other people."

Still, he has to work with several problems at once: firstly, there is no free sale and transfer of land; secondly, there is as yet no securities law and there is no functioning stock exchange - though an exchange is being prepared; and thirdly, the citizens all have vouchers issued some two years ago but as yet have nothing to spend them on.

Breaking through this circle of problems will inevitably bring some rough decisions. The way of doing so, developed by the government, Mr Naglis and the relatively large numbers of foreign advisers including those paid for by the European Union's Phare programme, the international financial institutions and USAID, is to put on the market, starting from this week, some 44 companies which have been more or less prepared for the market, and to invite international tenders for them.

As well as being offered to foreign investors, these companies will also be open to voucher privatisation on the part of Latvian citizens - though it appears to be unclear what proportion of the companies will be offered to foreign investors and what proportion to domestic investors. The new executives in charge of the project are young and energetic, but conscious of an uphill struggle before them.

"When I talk about privatisation to foreign companies," says Mr Uldis Vitolins, head of the Latvian Development Agency, "they have an image of two things - mafia and national conflicts. Whenever I go the first question is always: 'What problems do you have with the mafia?'"

Though the vagueness of Latvia's privatisation programme is a problem, it is also an advantage - according to Mr Andrew Baldwin, a consultant working with the EU's Phare programme. "It is fortunate it has not chosen any particular prescription of privatisation. It can move forward in a more flexible and better-managed way than before."

Foreigners can take 100 per cent of an enterprise by law - though many will wish to retain a substantial Latvian shareholding, as those involved in the 5000 joint ventures do. (One third of these

entireties have a core of real potential and a management team able to survive in chaotic conditions. And it has also shown that the economy, unlike Estonia's, will probably remain partly oriented towards Russia.

Thus, Latvia has much to gain from success in Russia. Where now its banks are a conduit for Russian flight capital, they can also be a means through which successful Russian companies can establish foreign affiliates, and reach out to Europe - especially if and when Latvia becomes a full member of the EU.

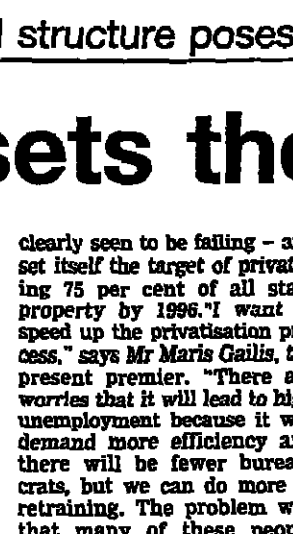
Latvia's selling point of being an intermediary between west and east has so far been two-edged. With greater transparency and a determined attack on crime it could work to its advantage, with the Russian and the Latvian privatisation programmes dovetailing.

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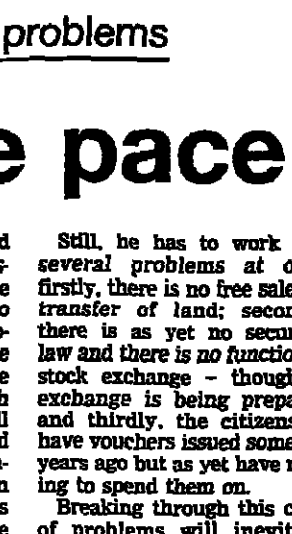
"The shares are still in the hands of the workers and the state. That can change, but not until it becomes more clear to us what we want to do, and then we'll think again."

Lattelekom Among the most radical moves the Latvian state has made is to hand over its telecoms service to a foreigner. Though Lattelekom, the monopoly supplier of the telephone service to Latvia for at least the next 20 years, is still 81 per cent state-owned, the 49 per cent which is owned by the UK's Cable & Wireless and Telecom Finland provides much of the expertise, the capital for new equipment - and the managing director, Mr Gavin Jeffery.

The joint venture came into being at the start of the year. Western partners have invested \$160m in equipment



Streets transformed: newly restored shops sell imported and native products



Streets transformed: newly restored shops sell imported and native products

Business case studies: progress by Latvian companies

The sweet smell of success

Latvian Finieris, a manufacturer of wood products and furniture, is quite clearly a success. Its managing director, the taciturn and shrewd Mr Juris Birkis chose to lease his company jointly with his fellow managers, under a system which allows them to buy the plant in stages from the state.

Until the late eighties it had served the Russian market, with more than two thirds of its output going to the east. Ten per cent of these sales were then re-exported to western markets through a centralised system "which meant we knew nothing about them, not where they went or what was paid for them," says Mr Birkis. Quickly grasping that the world was changing, Mr Birkis and his colleagues took effective control of the company and began making changes.

Russian orders fell back substantially in 1990-91, and workers had to be laid off. They went in search of new markets - and found them in Britain, Finland and Scandinavia, forming joint ventures in the first

two of these to aid marketing. Exports now account for 95 per cent of output, which has risen steadily since 1992. The number of workers has risen to 1,700 - about the same as before the downturn in orders. The company, housed in three adjoining plants, has its head office in crumbling post-war buildings but inside young men and women sit at computer screens and handle the orders in several languages.

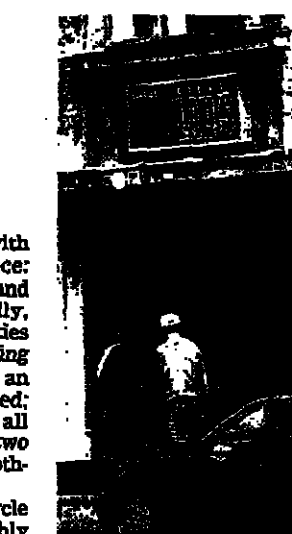
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"We created a marketing department where we had none before, and we sell through our own shops and to other companies. But we sell only our own brand: we won't make brands for other people."

"Capital is the most difficult thing to obtain. The risk is thought too great by most of the banks so we use our own profits as far as we can."

Latma All around the factory, the air is heavy with a chocolate smell. Latma is one of the best known names in Latvia, famous for its dark bitter-sweet chocolate, made in Riga for 120 years. The plant was sold by its Latvian-Jewish owners before the war - and was then taken over by the state, in whose hands it has remained until now.

It became, once again, a share-issuing company last year - with over a third of the capital owned by the workers and the managers, another third by a Latvian company, Avellat, 20 per cent by the state and the rest by pension funds. Mr Janis Zvanigals, the general manager and the moving spirit behind the plant, says the management changed the way the company was run three years ago when it was clear that inflation was shoot-



Streets transformed: newly restored shops sell imported and native products

ing up and previous markets were being closed.

Not only did markets disappear, however, the centralised supply system which had ensured all the necessary ingredients were more or less reliably assembled and despatched also went. As a result the company had to secure its own sources of supply - and made a disastrous contract with Uganda for cocoa, the non-delivery of which nearly ruined it.

With its protected markets removed, the company began to experience competition in its own domestic market as well. "The Poles are strong in the confectionery market, says Mr Zvanigals, "and there is a big Lithuanian plant with which we have to compete. More than 20 companies sell their chocolate brands here - including all the main ones, such as Mars and Rowntree's."

Latma fought back on the same grounds as the foreign companies: it introduced its own chocolate bar, a tangy, unusual tasting candy called Miks which tastes quite differ-

ent from the Mars-Snickers products. The company is now capitalised at LVL1.9m and employs 550 workers - 450 at its central Riga factory and 200 more at various shops and depots which it runs throughout the country. "We have received many proposals from foreign companies: I think every one of the companies you could think of in our business has been here for talks. But we don't want to team up with anyone yet."

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Squeezed between two blocs

Continued from page 2

and because it has been too weak to be anything but acquiescent; second, the main world states which had never recognised the Baltic states' incorporation into the Soviet Union moved quickly once they felt they could to bolster independence; and third, because political forces with at least the tacit support of most the bulk of the Latvian popula-

tion have remained in power and have been able to speed along a range of important agreements. But there is internal opposition: it has come in the first place from the powerful agricultural lobby, whose

political voice, the Farmers' Union party, pulled out of the Birkavs-led coalition because it could not get stiff tariffs to protect farm produce - and that because the government was determined to bring customs policy in line with the GATT and EU requirements. It remains a serious lobby - one which is increasingly vocal.

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SAULES BANKA: THE RIGHT APPROACH LEADS TO SUCCESS

Joint stock company Saules Banka received a licence from Bank of Latvia on August 17, 1992. During the first year of its operations Saules Banka has developed its product line and penetrated into the Latvian financial market. Share capital was 31,000 Latvian lats (LVL). As of July 1, 1994 USD 1 = LVL 0.65.

In summer 1993 the main shareholders of the bank changed; it provided also changes in managerial structure. Mr Yuri Schetinin and Dr Dmitri Koval, experienced financial managers, founders of financial corporation PAREX, became managers of the bank. Due to these changes, reorientation to another category of customers took place. Mainly export, re-export, energy resources, metal, chemical and wood industries became the target customers. Corresponding accounts with banks in biggest industrial centres of Russia, CIS and Baltics were established. Short term credits of international trade operations, forex dealing, currency exchange and Documentary Credits were the main sources of profit for the bank. Rapid growth started at the beginning of 1994 when the bank reached No 15 in the rating of Latvian commercial banks (before changes it was only 48). The bank has placed great importance on the selection of qualified personnel.

20 September, 1993 share capital of the bank was increased to LVL 500,000 (as of 1 August, 1994 LVL 1 = USD 0.545). Number of bank's clients and total turnover and average volume of operations increased respectively more than 20 times. New computer software was implemented allowing our customers to perform financial activities from their offices. Reconstruction of bank's head office (medieval building of 16th century) building was finished this year.

Bank's trend is orientation to advanced technology. In spring of this year the Bank was connected to Reuters. The Bank actively performs dealing operations through Bankers Trust Co. and major European banks.

In December, Saules Banka will be fully connected to SWIFT network. The UNIX software product based (on IBM RS/6000 C10) SWIFT Alliance was purchased and installed. As a result of rapid growth, in September 1994 the Board of Directors has decided to increase the share capital of Saules Bank up to LVL 3,000,000 (about USD 5.5 mio.).

Also in September, Central Bank of Russia approved the opening of a representative office in Moscow. Saules Banka has representative offices in Minsk, Kiev, Dnepropetrovsk and St. Petersburg.

Latvia is one of the most successful markets for payment plastic cards among new regions Europe and VISA is entering. There are already 8 Latvian banks who are members of international payment card organisations. More than 2000 international credit cards have been issued during the last one and half years. Several domestic cards have been introduced and issued. Saules Banka is going to issue its own gold and mass Eurocard/Mastercard later this year after testing its equipment. At the beginning of next year, Saules Banka is going to implement its ATM and POS terminals project.

Saules Banka is increasing its correspondent banking network in Western Europe and North America. Many foreign banks have chosen Saules Banka as their Correspondent bank in Latvia (including Societe Generale, Privatbank etc).

Already today the head office of the bank is full to capacity. Therefore, 2 branches in Riga have been opened and an additional one will be opened by the end of this year. They will offer a full range of bank's products and services. A business plan for opening branches in other cities of Latvia has been developed.

Summarising, we can conclude that the bank is investing in infrastructure and building a technological and intellectual base for future development and success.

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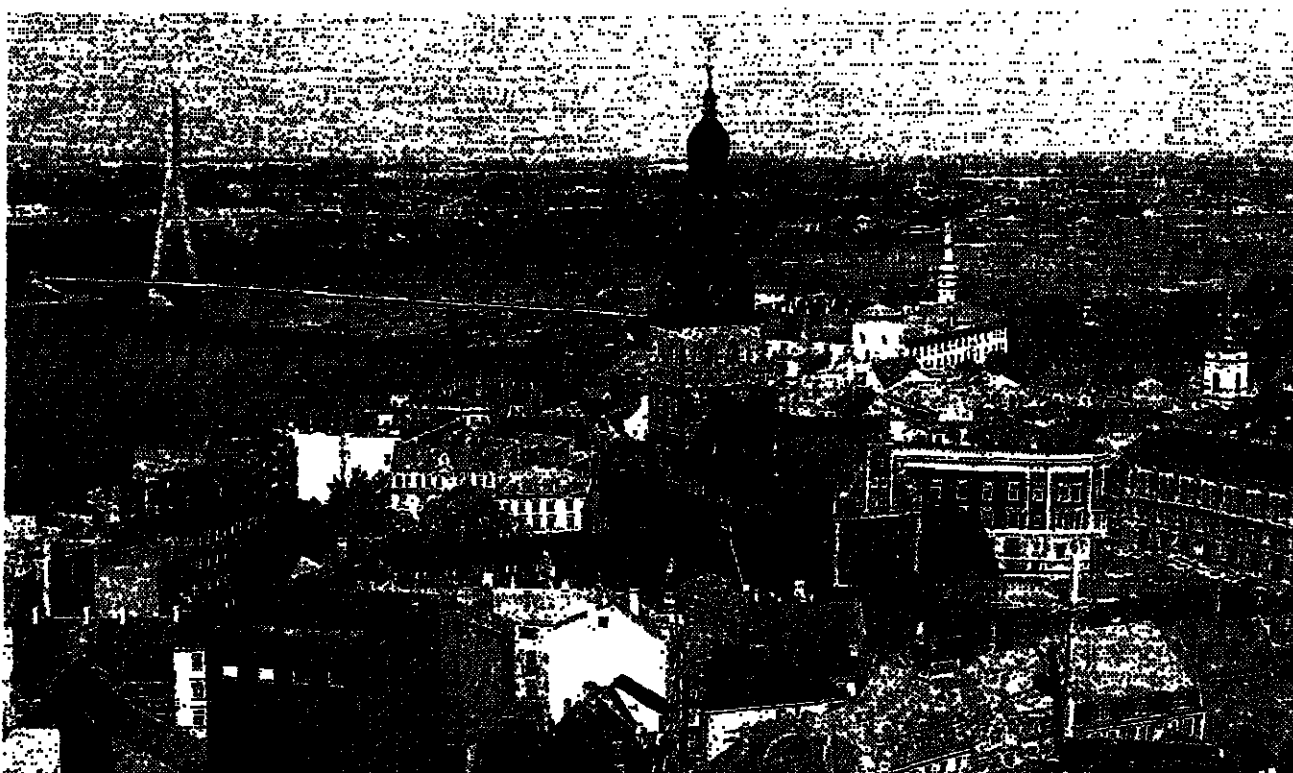
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LATVIA IV

A guide to Riga for the business visitor

Commercial life returns



Much of the old town is now bright with shops and eating places

Riga has changed greatly in the 1990s. Its beauty had been hidden and decayed; it was comfortable for the traveller, and the points of contact were grimly official. Independence has not yet brought it wealth, but it has begun to open the city up as local and foreign entrepreneurs revive its commerce and cafe life.

The city is fuller with restaurants, bistros and cafes than any other in the former Soviet Union. The old town streets are now bright with newly-opened shops and eating places. Its culinary traditions were damaged by the Soviet period but have not disappeared. If there is nothing of the first rank, there are, nevertheless, places to eat which are pleasant and generally quiet.

Hotels are reasonable and courteous. The two big Soviet era hotels - the Riga and the Latvia - have been substantially remodelled and offer basic business services. For luxury, there is the Hotel de Rome, just on the old town's borders.

The city has retained orchestras, an opera house (currently under repair) a musical thea-

tre and many cinemas, which mainly show US films. It has some 20 museums including a splendid motor vehicle exhibition which includes one of Leonid Brezhnev's many cars. The Riga Circus is one of the oldest permanent shows in the world and has very funny clowns and great trapeze and balancing acts. The animal acts are indifferent.

All the main countries have embassies in Riga and all appear anxious to assist the visitor who wants to do business.

Hotels in the city are reasonable and courteous. The two big Soviet era ones, the Riga and the Latvia, have been substantially remodelled and offer basic business services. For luxury, there is the Hotel de Rome

ness. In addition, the International Monetary Fund, the World Bank, the European Bank for Reconstruction and Development and USAID all have active offices and programmes. The European Union's Phare programme is particularly active.

The Latvian Development Agency is the government institution created to assist the business visitor. It publishes a Latvian Business

Guide, an Export Directory and a monthly newsletter called *Business with Latvia*. It is a good place to start. It will soon have new offices, but its present numbers are (3712) 288842 phone and (3712) 282524 fax, and its enquiries manager is Ms Maira Vesmane.

The government has created a department for working with foreign donor organisations, headed by an energetic young minister, Ms Indra Samita. She has developed a National

Indicative Plan, which seeks to order ministries and departments' priorities and to make them communicate their needs to the donors. Initial assistance was often misdirected and even harmful - especially grain credits, which were given to prevent a supposed famine which was never remotely likely. This must now be repaid.

Latvians are used to speaking other peoples' languages:

nearly all speak fluent Russian, and many speak some German or English. French and Spanish are less known. Interpreters are available through hotels.

The airport, until recently a wreck, has been partly modernised and is adequate. Latvian Air operates a range of services; SAS, Lufthansa, Finnair and CSA each have several flights weekly; Aeroflot is less evident, but still runs flights to and from Moscow, as does the new Russian airline Transaero (which has a Riga-London flight). Taxis usually run on a meter but some do not, and tend to overcharge.

The main religion is Lutheran, followed by Russian Orthodox. There is a large colony of Old Believers. The Roman Catholic community is large enough for the Pope to have made a visit. There is an Anglican Church, and a synagogue in the old town attests to what had been a large Jewish community, while a vast memorial at the concentration camp outside Riga and the mass graves in the forests show what happened to a large part of that community - and to thousands of Latvians, Russians and others.

The largest issue in Latvia over the past three years of its independence has been the intertwined themes of its ability to establish independence from the former Soviet Union, the success of its efforts to secure the removal of the remaining Russian divisions from its territory and the construction of a relationship with its large Russian speaking minority, most of whom are not yet full citizens of the state.

Many Latvians, especially ministers and leading officials, say they find concern in the western media on this issue alarmist, a view held strongly by, for example, Ms Indra Samita, minister for external resources. A Latvian American who settled in Latvia three years ago, she says she has never been able to square the headlines with the tranquillity of the real situation.

This points to a real and important misconception, if not quite the one which Ms Samita and her colleagues have in mind. It is true that, since January 1991 when Soviet special forces opened fire on and killed Latvian protesters in Riga, no blood has been spilled, all demonstrations have become smaller and neither Latvian nationalists nor Russian secessionists make much of a splash on the political scene.

The headlines were often overdone but they point to a continuing and potentially tormenting problem for the Latvian state - how a stable state is to be built in a country where a large minority do not speak the majority language, do not share the culture, were part of the colonisation of the country and at least acquiesced in the repressions it suffered after the war, and now constitute a potential "fifth column" for a future Russian expansionist leader.

Although this concern has no present means of expression, it is not to be wished away by reference to the present calm. It will require vigilance and active policies if the calm is to remain.

Firstly, if the issue is dormant in Latvia, it has not been in so Russia. Mr Boris Yeltsin has several times raised in international forums the issue of the suppression of ethnic Russians' civil rights in Estonia and Latvia, while Mr Andrei Kozyrev, the Russian foreign minister, has talked of "ethnic cleansing" in these two Baltic states.

A survey of attitudes among Russian military officers undertaken earlier this year by the German Friedrich Ebert foundation found that they considered Latvia to be the country most hostile to Russia - including the US, Germany and Turkey. Earlier this month, Mr Sergei Baburin, the strongly nationalist Russian politician, visited Riga to speak

Society: relations with the Russian-speaking minority remain a matter for concern

Nationalist parties' appeal increases



Latvian children in national costume

to a Russian society. Latvia's independence is officially recognised but, it seems, still resented and its attitude to Russians feared and distrusted.

Within Latvia, matters look different. No Latvian city of any size has a Latvian majority - reflecting the huge (in

2,000 a year (ensuring that Russians were naturalised slowly, if ever) - has accepted that the "occupiers" can be citizens.

This causes resentment: the parties of the nationalist right, which appear to be increasing their appeal, still demand the

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relative terms) shift of Russians to the urban centres of Latvia after the war, when the state was embedded into the Soviet system. In Riga, Russian is heard more often in the streets than Latvian, and although it has been three years since independence, it is the Latvians who are expected to switch to Russian when the need arises, not the reverse.

Yet, the Latvian parliament in summer passed a citizenship law which will allow all but those Russians suspected of crimes against the state to seek naturalisation as full citizens over the next five or six years. It seems that the new government - fearful of being excluded from the European Union if it clings to previous legislation restricting the numbers of new citizens to

"three Ds - de-occupation, de-colonisation and de-Bolshevisation", according to Mr Nils Muižnieks, head of an ethnic study centre financed by the Soros Foundation. Mr Lauris Gonda, a leading theatre and film director, says that in the cultural sphere, "the Latvians and the Russians have their separate worlds and they do not really touch".

However, says Mr Muižnieks, the accord between Russians and Latvians is real. "There really is a low level of conflict, and the interesting question is why? I think one of the reasons is that the non-Latvians are like many immigrants: they are politically passive, and economic rights are what matter to them."

"Many Russians have benefited from the growth of the financial sector and the

growth of corruption: corruption has mitigated the ethnic problem. If you want to stay and you haven't got a passport you can buy one; if you need a piece of paper saying you are proficient in Latvian, you can buy one.

"The rhetoric is noisy - but look at how many mixed marriages there are (one in five, more than in any other former Soviet republic). Besides, the Latvians are now in government, in culture, in the country: the Russians are in finance and industry - so you don't have economic competition."

Ministers tend to see the issues less cynically. Mr Valdis Birkavs, the foreign minister, says that the Russians now see the country as more pleasant to live in than Russia, while Mr Maris Gailis, the prime minister, points to the lack of ethnic-based politics as a triumph of Latvian tolerance and civilisation.

Yet, though their pronouncements are much more moderate than the sharpness of some of their Estonian colleagues' relations with the Russians, there remains among ministers and politicians a wariness at official level at least - a wariness which the rise of Russian nationalist politicians in the past year has done everything to sharpen.

The best guess is that the calmness in this crucial relationship will hold. If next year sees a steady trickle of Russians being registered as citizens, if the marked trend towards Russian-speaking children being sent to Latvian schools in order to learn the language continues, if Russian rhetoric remains merely words and the Latvian nationalists are likewise satisfied with speeches, then the two communities can probably live in peace, if not in total harmony.

Latvia's traditions - as the rich history of Riga shows - are those of a multicultural state, where German, French and Russian were all spoken as much as Latvian in earlier years, before it came in from the country to become the language of the nation.

When Latvians have grasped again the reins of state power, they will need to re-fashion that multicultural heritage in new conditions if they are to avoid the communal backlash which other states, less fortunate and less tolerant, have experienced at the end of empire.

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Year: _____

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Zero Dir Pk	1
GT Japan	2M
Garcos Amer	2M
Zero Pk	1
Garcos Bst Inc	2
Zero Dir Pk	1
Debit	1
Garcos Est Pac	2M
Warrent	1
Garcos Euro	2M
Warrent	1
Garcos Strat Inc	2M
Cap	1
Zero Dir Pk	1
Unite	1
Garcos Stand E	2M
Zero Dir Pk	1
Garcos Value	2M
Zero Dir Pk	1
Geared Income	1M
Cap Corp Inc	2M
Cap	1

Warrant: _____
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3	Scott Brown	MA
4	Scott Brown	MA
5	Scott Brown	MA
6	Scott Brown	MA
7	Scott Brown	MA
8	Scott Brown	MA
9	Scott Brown	MA
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in April 1994, [redacted]
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Merchant's Tel. ☐ TMC ☐ 271
 Express Free Rate ☐

Warrents		
Warrenty Korpston	24	6
Warrenty World May	5	14
Warrents		
Warrents C & I Inc	17	17
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May bill _____ \$PND

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CONFIDENTIAL

Standard	35/100
100% Acetate	204
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Standard	451
Standard	443
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Standard	208
Standard	73

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